

#### THE PRESIDENT'S MESSAGE

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s a new year gets into full swing, the Teamsters Union is reassessing its aims and goals for 1986 and preparing for the many challenges that lie ahead.

Leadership is an awesome responsibility in a union as diverse as ours, for it requires vision as well as common sense; the willingness to take a chance, as well as the caution necessary to preserve what we've already won.

The philosophers tell us not to fear change; that "it is an unchangeable law of progress." If it's true that there is nothing permanent in life, in fact, other than change, then we in the Teamsters must be ready to meet those changes and the challenges ahead.

We can't accomplish this with stagnant ideas and old approaches. We need to develop vibrant, vital new techniques, innovative solutions and aggressive, insightful leadership that doesn't falter at trying the new or different course of action.

Others in labor are still applying old solutions to new problems. Following a long, proud Teamster tradition of activism, this union must continue as the trend-setter, establishing the pace for others to follow.

The International Brotherhood of Teamsters is the largest and strongest union in the world today for one simple reason. We aggressively represent our 1.9 million members, using our collective strength to make real gains in collective bargaining, representation and political action. We can't be content to rest on those laurels, though. We

must and are moving out and ahead in a number of diverse new fields—with housing programs, a strong retiree network, family service plans, our human resources development programs, and ever broadening educational and training services, among them.

This can be a banner year for the Teamsters, if we all join in a coordinated effort to meet the challenges ahead. There are serious problems. Our labor laws are being eroded; suggestions for repressive taxation are ever with us; there are incessant demands for changes in national policy regarding workers' rights, safety and health standards in both the U.S. and Canada. These are issues that affect all unionists. We must be ever vigilant to safeguard our members' rights.

You are an important part of this union. With your input and interest, we can make it the organization we want it to be. Changes? Yes, there will be many in the years to come. But we in the Teamsters are in the vanguard, and we plan to stay there, finding solutions, fighting erosion and forging ahead! We want each of you on that team.

I ask each of you to join your Teamster officers now in rededicating yourselves to the great dreams and ambitions that originally forged this union. Work with us to make tomorrow brighter for the new generations of workers we seek as our members.

Some might laugh when I suggest space station workers and shuttle astronauts, certainly inevitable new job cate-



Jackie Presser

gories, as potential Teamsters, but that is the reality and those are our hopes. Vision is necessary in all fields to see where tomorrow will take us in the world of work and to carve out our niche in that job market for our members.

The future will be as bright as we make it; united and strong we can make it a great one!

Fraternally,

Jackie Tussu

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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#### General Executive

Board JACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS General Secretary-Treasurer 25 Louisiana Ave., N.W. Washington, D.C. 20001 JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN Fourth Vice President 1250 E. Hallandale Beach Blvd. Hallandale, Florida 33009 EDWARD LAWSON Fifth Vice President 899 West Eighth Avenue Vancouver, B.C., Can. VSZ 1E3 Vancouver, B.C., Can. VSZ 1E ARNIE WEINMEISTER Sixth Vice President 533 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK Seventh Vice President 300 S. Ashland Ave., Rm. 206 Chicago, Illinois 60607 IOHN H. CLEVELAND
Eighth Vice President
2001 Rhode Island Ave., N.E.
Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 DONALD PETERS Tenth Vice President 300 S. Ashland Avenue Chicago, Illinois 60607 WALTER SHEA Eleventh Vice President 25 Louisiana Ave., N.W. Washington, D.C. 20001 HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 JACK D. COX
Thirteenth Vice President
450 Carson Plaza Drive
Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212 MICHAEL J. RILEY
Fifteenth Vice President
1616 West Ninth St., Suite 300
Los Angeles, Calif. 90015
T.R. COZZA
Sixteenth Vice President
625 Stamwix St., Suite 1903
Pittsburgh, Pa. 15222

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#### Trustees

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285







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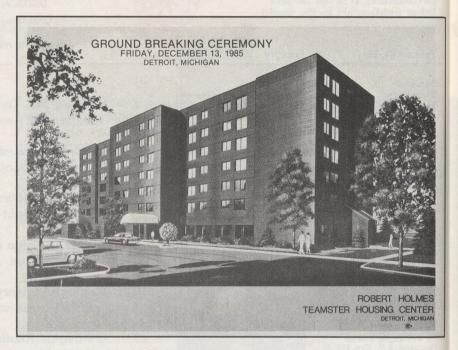
## Housing Div. Toasts Mich. Groundbreakis

ichigan Teamsters joined with International Union officers, representatives of the Teamsters' National Housing Division and a number of local civic, labor and business dignitaries on December 13 to witness the official groundbreaking marking the beginning of construction on the new "Robert Holmes Teamster Housing Center."

The facility, to be located on 2.1 acres of land at the corner of Brush and Warren in downtown Detroit, is being constructed by the Teamsters Union, with financing by a 9.25% Federal Housing and Urban Development loan.

The project will be administered by the "Teamsters Retiree Housing Corporation of Detroit, Inc.," a non-profit Michigan Teamster group. The \$4.7 million Department of Housing and Urban Development approved project calls for the construction of a mammoth 100-unit, sevenstory residential complex for the elderly and the handicapped, complete with recreational, social and medical facilities, which will be open to retired and disabled senior Teamsters as well as Detroit

community residents. Host for the groundbreaking ceremonies was Teamsters Joint Council 43. J.C. 43 President C.R. Bob Coy and Secretary-Treasurer Elton Schade welcomed more than 250 Teamsters, guests and retirees to Joint Council 43 headquarters on Trumbull Avenue in Detroit for a breakfast and orientation, before bussing the group to the actual construction site. There, all would participate in an exciting ceremony that marked the realization of a dream held by several generations of Teamsters—the concept that we in this union can and should take



care of our own, from the cradle to the grave.

Certainly, the groundbreaking marked a joyous occasion for the nearly 100 Teamster retirees attending the ceremony, who will see those dreams become a reality in Michigan when the new facility opens its doors.

IBT Vice President and Central Conference of Teamsters
Director Robert Holmes alluded to these dreams in his opening remarks to participants when, after asking all retirees present to stand, he lauded their devotion and dedication to the union, saying that this facility is really "dedicated to them, since they are the ones who struggled and fought for the union," adding that "it was their commitment that made the Teamsters what we are today."

Teamsters President Jackie Presser, in his address, also expressed the union's pride in its retirees, as well as satisfaction that the project is coming to fruition, terming it a "true Teamster collaboration."

The Teamster leader pointed out that although this is the first housing project to be constructed outside of Ohio, where seven similar Teamster constructed complexes already exist, two others—in Connecticut and Wisconsin—are in preconstruction stages, with the Housing Division exploring the possibility of future sites in Florida, Texas, Minnesota and Louisiana.

Echoing Bobby Holmes, he also noted that housing centers such as the just begun Detroit complex, represent the very least the union should be providing, in his view, in return for members' dedication and hard work throughout the years. He, too, applauded that vision and courage that led so many Teamster men and women to break new ground for the trade union movement in America.

National Housing Division Program Director John Joyce r

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## kils 'Just the Beginning' For Retirees, Disabled



Michigan Teamsters were welcomed to the groundbreaking for a new Teamster housing complex, to be located in Detroit, by J.C. 43 and its officers. Following a breakfast and orientation session at joint council headquarters, Teamsters and their guests were bussed to the construction site in downtown Detroit. There, union officers joined in the formal groundbreaking ceremony. Participating in this event were, from left: Elton Schade, secretary-treasurer of J.C. 43; IBT Vice President Robert Holmes, who's also president of Teamsters Local 337 of Detroit; C.R. Bob Coy, president of J.C. 43; IBT General President Jackie Presser, founder of the original housing program concept in Ohio; IBT Vice President Maurice R. Schurr; IBT Retiree Housing Program Director John Joyce, and Detroit Metro. AFL-CIO President Tom Turner.

was also on hand to laud this "team effort" by Michigan
Teamsters, in concert with the federal government and the National Housing Division. Joyce spoke briefly about the program's goals and objectives, expressing the Teamsters' satisfaction that, through such programs, we are able to aid so many of our retirees who, despite good Teamster pensions, must live within the constaints of fixed incomes.

A number of civic dignitaries also were on hand for the kick-off events, among them Detroit Director of Economic Development Emmett Moten who, representing ailing Detroit Mayor Coleman Young, welcomed the

group. Moten lauded Detroit Local 337 President Holmes' long-standing labor ties and many contributions to the city and its residents, as well as the outstanding role area Teamsters have played in civic affairs. He took special pride in noting that the Teamster housing project is the only one of its kind helping senior citizens nationally, and that it was created and is run by our union.

Detroit City Council President Erma Anderson also addressed the group, thanking the Teamsters for their contributions to the city and lauding this latest example of their community spirit.

Detroit Metropolitan AFL-CIO

President Tom Turner also complimented the Teamsters on their initiative, noting that the new facility, located as it will be at the heart of the city medical center complex, "will be one of a kind."

"I know of no other such project built by labor in Michigan," he said, emphasizing that it will stand as a credit to retired workers and to Holmes who, as a leader in the Michigan labor movement for more than 50 years, has been instrumental in bringing the program from concept to fruition in Detroit.

"Teamsters obviously get things done for their membership, and this includes your retirees," he noted. On behalf of Michigan labor, Turner thanked area Teamsters also for their outstanding and continuing support to the UAW and other union affiliates in a strong labor town.

Senator Carl Levin was similarly laudatory in a letter he dispatched to the assemblage, in which he praised the Teamsters for their role in establishing such housing programs to aid the retired and the disabled.

John White, secretary-treasurer of the Teamster Retirees Club of Michigan, also took the podium to express Teamster retirees' pride in the project, as well as their gratitude to the union for initiating it. Pointing out that under the Older Americans Act the nation has an obligation to see that senior citizens live in dignity and independence, White noted proudly that the Teamsters are becoming the pioneers in this effort, as with many past ones. He delivered a heartfelt "thank

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#### MICH. HOUSING

you" on behalf of all Michigan retirees for the effort.

Following the J.C. 43 ceremonies, participants braved icy Michigan winds and unseasonably cold weather to tour the housing complex site at the intersection of Brush Avenue and Warren St. and witness the formal groundbreaking ceremony.

Under agreement with the Detroit City Council, the land for the project is being sold by the city to the Michigan State Housing Development Authority (MSHDA) for one dollar, following which MSHDA will transfer the property to the Teamsters Retiree Housing Corporation. The development itself will be constructed with the assistance of an already approved 9.25% Federal Housing and Urban Development loan.

What will soon begin sprouting on the site is a beautiful, modern apartment complex, specially equipped for senior and handicapped citizens. The 100-unit facility will include 75 one-bedroom apartments and 25 efficiencies, and will be specially designed and staffed to meet the needs of IBT retirees and other elderly and handicapped residents.

State, city and other grants being sought by the Teamsters are expected to result in making subsidized and modest rent payments possible for building residents. Construction of the sevenstory complex was slated to begin by late December with the targeted completion date, early fall, 1986.

Vice President Holmes, on hearing that the grant had been approved in late September, noted, "Detroit Teamsters guaranteed decent, independent lives for our retirees through pensions and benefits won at the bargining table. Now, the housing programs we're unveiling in this city will be a further, fitting tribute to the brave men and women who built the Teamsters Union. With this construction effort by the Teamsters, leading to quality housing for our retirees, we give new meaning to the IBT motto of 'People Helping People'."

Those lines reverberated through the minds of those people queuing at the prospective Teamster site that Friday in December, for whom there was no doubt that this was, indeed, a momentous day—not just for retirees, but for the union as a whole. The realization of a dream is always exciting, especially when it's one that benefits so many.

Bobby Holmes was right that such centers will stand as testaments to the Teamsters' vision in the future, and millions of Teamsters will know that, as the dream becomes reality in city after city where the Teamsters care enough to get involved!

These Teamsters were willing to brave icy winds and freezing temperatures to see their dream of reasonably priced housing for retired Teamsters finally take shape in the Detroit, Michigan area. Construction on the 100-unit complex is expected to be completed by late in 1986.



# Weld | Teamster Inc

have been the theme song for a gala event held in New York City on December 7 which have december 7 which have december Weldon Mathis's many contributions to the late movement and numerous challenges or table organizations.

#### **Dual Honors**

Hosting the testimonial was Teamsters Lodge 2201 of the B'nai B'rith, the world's large service organization group. It this, the lodge's 27th anniversary celebration, Mathis was named "Man of the Year" by organization, and presented that it is a plaque honoring his ofear standing achievements as a tree bor leader.

The Teamster leader was d'na awarded a plaque honoring lent charitable contributions by the public Project H.O.P.E. (Help Our Prectople Everywhere) Foundation, sters whose president, Bernard Adwerd stein, is also president emeritate of the Teamster Jewish services organization chapter, as well secretary-treasurer of Teams Local 813.

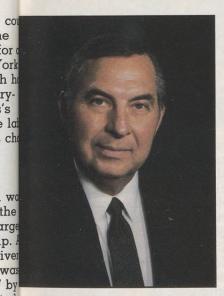
#### **Sharing the Limelight**

More than 700 people attended the spectacular affairMcC including Mathis' wife, Myrtwar who was at his side and witter, whom he shared the honors. School Also present were his childreshed and grandchildren, all of who cox had flown to New York for the occasion.

Gracing the dais, in additinad to Adelstein and Teamsters were

Vice

# ld Dinner Is a Family Celebration— Ined B'nai B'rith 'Man of the Year' in N.Y.



ted }'nai B'rith Lodge 2201's Man of the his O'ear, IBT General Secretary-Treass a Prer Weldon L. Mathis.

as d'nai B'rith Lodge 2201 Presing dent Barry Feinstein, also IBT by thought Employees Division Diar Pector and president of Teamion, sters Local 237 in New York, I Adwere a number of Teamster digneralitaries.

# ervice Host of Well-Wishers

Mathis were IBT General President Jackie Presser and IBT Vice Presidents Joseph Trerotola, Robert Holmes, William Hair McCarthy, Joseph Morgan, Edyrlward Lawson, Arnie Weinmeiswitter, John Cleveland, Maurice R. Ors Schurr, Don Peters, Walter Lidreshea, Harold Friedman, Jack whos, Don West and T.R. Cozza. or the Throughout the room, hundreds of other Teamsters lidithad come to honor Mathis. They were joined by an impressive

number of business and labor representatives, there to applaud the Teamster's concern for good charitable causes.

Feinstein acted as master of ceremonies for the event, introducing the guests, following which accolades to Mathis were delivered by Eastern Conference Director Joseph Trerotola and Presser, both of whom acclaimed Mathis for his unassuming, relaxed air, his concern for others and his very real, yet often unheralded, commitment to social causes.

#### **Sharing Traditions**

Since December 7 was also the first night of Hanukkah, the evening took on an even more festive air as young and old alike helped celebrate the traditional Hebrew Festival of Lights. The room's party air was augmented by the colorful blue and white balloons, the Israeli colors, that abounded everywhere. Entertainment for the evening provided by comedian Freddie Roman and singer Karen Wyman also did much to send participants' spirits soaring.

Proceeds from the dinner went to the B'nai B'rith, which



sponsors a number of charitable and social service groups.

Among these are Hillel, its youth organization arm which provides career and counseling services on college campuses, and the Anti-Defamation League, which is a forceful voice for Israel in the U.S. and sponsors a number of programs in Israel.

Also supported by such efforts are a number of other B'nai B'rith service programs, such as Project H.O.P.E. The group itself is established in more than 44 nations around the globe.

In concluding the evening, Barry Feinstein took the opportunity to tell dinner guests that proceeds from an earlier testimonial, honoring the Teamsters' Presser, had gone to establish a park at Camp Perlman, the B'nai B'rith youth organization's recreational facility, in Starlight, Pennsylvania.

#### Solidarity Upheld

The dinner committee was delighted that this much-deserved tribute to Mathis finally was convened. An earlier tribute to Mathis had originally been planned for June 8, 1985, but was cancelled after a hotel strike enveloped the city of New York, forcing planners to stand on their principle that no Teamster would enter a "struck hotel." This time the event came off at the Sheraton Centre complex in New York City without a hitch, much to the delight of the honoree and guests alike.

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## **Hazardous Materials Program Is Initiated**

n an historic meeting at IBT headquarters on December 19, officers of the International Brotherhood of Teamsters and representatives of the trucking industry penned the first successfully negotiated agreement calling for the creation of a "Hazardous Materials Employee Protection/Training Program."

IBT General President Jackie Presser, TMI President Art Bunte and Motor Carrier Labor Advisory Committee Secretary-Treasurer Stephen F.G. Bridge were at the signing ceremony at Teamster headquarters, for the penning of this novel educational program, the first of its kind in the trucking industry.

The joint protection/training program mandates employee



right-to-know and training guidelines for the handling and shipment of hazardous materials.

Existing federal employee right-to-know legislation exempts the transportation of hazardous materials from protection, concentrating on the handling of such materials at industrial sites. The Teamsters Union has continued to strenuously oppose this exemption, both before Congress and in OSHA administrative hearings, and sees the implementation of effective training measures as the only reasonable way of minimizing the risks and maximizing safety.

The new agreement was negotiated pursuant to the 1985 National Master Freight Agreement, ratified last spring, which required the trucking industry to meet with the union to establish training guidelines for the handling and transportation of hazardous materials.

The agreement stands as the latest in a long line of efforts by the Teamsters to extend workers' protections beyond those provided for by DOT and OSHA regulations.

The program, which provides for both right-to-know obligations and training guidelines, represents a major industry commitment of both time and money toward the laudable goal of further protecting trucking industry employees.

Having drivers in those rigs knowledgeable about the substances they're hauling should also do much to protect the citizens of this nation, should an accident or spill situation occur.

#### **ESOPs on the Rise in Freight**

mployee Stock Option
Plans (ESOPs), for several
years now a popular bargaining option in the airline
and other industries, are now
becoming an attractive alternative, it seems, for Teamster
members and employers committed to keeping their companies running in the wake of deregulation's devastation of this
key American industry.

National Freight Director Jack Yager reports that many freight carriers in recent months have been going the ESOP route as a means of salvaging their operations.

While it's still too early to predict success or failure for the long term, Yager reports that implementation of the program is receiving a strong positive response at those companies where they're being implemented.

"Some firms implementing

the programs are successful; others, such as Interstate, waited too long and are not," was the candid opinion of the Teamsters' freight industry expert.

Currently, Ryder/P.I.E. is one example of a firm where the workers' participation in the plan has exceeded 90% and the plan is proving successful, largely because assets are flowing into the ESOPs and buttressing the overall cash flow of the firm.

Transcon is reported to be another good example of a successful ESOP operation, implemented at the proper time.

As members become more educated about the advantages of ESOP programs and more concerned about the problems of the carriers they work for, ESOP program participation has steadily increased, Teamster leaders note.



# Teamsters File For TWA Election

# 5,400 Passenger Service Agents Will Decide

eamster leaders announced in early January that the IBT has filed with the National Mediation Board for a union representation election for 5,400 passenger service, reservations and cargo agents throughout the Trans World Airways system.

Hundreds of these TWA employees came to the Teamsters seeking the help of a union with years of experience in the

airline business.

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The Teamsters have represented passenger service, reservations and cargo agents at Pan American World Airways since 1969, and represent people in every class and craft at other carriers nationwide.

Coordinating the TWA campaign is IBT Airline Division Director William F. Genoese, who predicts a tough contest. This stems from the fact that the airlines are governed by the Railway Labor Act, rather than Taft-Hartley, and this legislation, administered by the National Mediation Board, imposes much tougher rules on unions in campaigns than those of the National Labor Relations Board.

One major difference is the NMB's requirement that 50% plus one of the eligible voters in its elections must vote for union representation in order for an election to be valid. The NLRB requires only a simple

majority of the actual voters to cast ballots for a union.

Genoese recalled that the Teamsters lost an NMB election at TWA in 1981 by barely more than 200 votes.

"The ballots went out on the same day that the air controllers went on strike," he said.
"The government then fired 14,000 controllers, and that created a climate of fear in the airline industry."

The TWA workers, who have no union representation, real-

Teamsters Meet Hijack Heroine

reamsters met and congratulated Uli Dericksen, the flight attendant heroine in last June's hijacking of a TWA jet, at the Second Legislative Conference of the Joint Council of Flight Attendant Unions in Washington, D.C.

Ms. Dericksen received the highest award of the Federal Aviation Administration while she was in Wash-

ington.

She was a source of hope to the other crew members and the passengers on the hijacked plane while it was forced to shuttle back and forth across northern Africa.

ized they had made a mistake when financier Carl Icahn took over TWA, immediately demanding wage cuts and other concessions.

With no union to speak for them, Icahn was able to do what he pleased as far as the wages and working conditions of the reservations, passenger service and cargo people were concerned.

The pilots at TWA have a union—the Air Line Pilots Association. Mechanics are represented by the IAM and the flight attendants have an inde-

pendent union.

Genoese pledged an all-out effort to bring the unorganized TWA workers into the Teamsters. "They requested our help because they're in a desperate situation," he said. "They need the protection of a strong union, and we feel we can help them.

"We understand how the airline industry operates in a deregulated environment," he added. "It's a rapidly changing industry, and the Teamsters are on top of these changes."

Genoese said he expects the cooperation of Airline Division locals throughout the U.S. and Canada, since TWA is an international operation.

The Teamsters are currently waiting for the NMB to set dates for the election, which will be conducted by mail ballot.

# IBT AIRLINE DIV. PREDICTS PRE

# **Teamsters Open Pan Am Talks**

he Teamsters' National Airline Division, which has had an open contract with Pan American World Airways since the beginning of 1985, has begun collective bargaining with the company, but Airline Division Director William F. Genoese reports that Pan Am has been stonewalling on a key union demand—the demand for Labor Protective Provisions (LPP's) for workers whose jobs would be affected by the pending sale of Pan Am's Pacific Division to United Airlines.

The Teamsters want to get a written commitment from the company that the rights of the workers will be protected.

The Teamsters represent a broad cross section of more than 5,000 Pan Am employees, including reservations and passenger service agents, cargo employees, clerical workers, nurses and stock clerks.

In response to the Teamster demand for LPP's, Pan Am Chairman C. Edward Acker sent a letter on December 6, 1985 to the Pan Am Labor Council, which represents all five unions on the airline property.

Acker wrote that the company "is committed that no employee on the payroll as of August, 1985, exclusive of those whom Pan Am anticipates will accept employment with United, will lose employment with Pan Am as a result of the Pacific sale."

But his very next sentence appeared to water down his "commitment" so much that it became meaningless. The sentence said: "Obviously, any commitment to job security in the deregulated airline industry must be tempered by the possibility of business downturns



and operational efficiencies necessary to meet competition."

The company's negotiators are being directed by Senior Vice President C. Raymond Grebey, who has a history of provoking strikes at General Electric and in major league baseball.

"Grebey doesn't understand the airline business," said Genoese. "He's not a people person. He doesn't understand that our members are not machines in a factory."

Grebey backed Pan Am into a strike by the Transport Workers Union at the end of February, 1985. The Teamsters were the only group to honor the TWU picket lines through that monthlong strike.

The Teamsters expect the full support of all the unions at Pan Am if they go on strike now.

Grebey has told the Team-

sters that he will sell off Pan Am's North Atlantic routes if he doesn't get his way in collective bargaining. He also has threatened to take the company into bankruptcy.

He says Pan Am is bleeding to death, but he also says it can take a second strike. Grebey contends that he reports to the Board of Directors, not to Chairman Acker.

He came aboard at Pan Am in February, 1984 but, Genoese points out, has not resolved any of the problems of the Teamsters and the four other unions.

"We understand the problems at Pan Am," Genoese said.
"The company has had bad management over the years, and it has lost hundreds of millions of dollars. We want to help the company, but we won't let Grebey run roughshod over the workers."

# **PRESS ON ALL FRONTS FOR '86**

# Forging Ties with the Flight Attendants' Unions

he Teamsters Airline Division, which represents flight attendants at Northwest Airlines, PSA and World Airlines, played a major role recently in the Second Legislative Conference of the Joint Council of Flight Attendant Unions in Washington, D.C.

The conference, held at the Hyatt Regency Hotel on Capitol Hill, a short distance from IBT International headquarters, afforded many of the delegates from other unions a chance to tour our offices and learn about the services we offer members.

Airline Director Bill Genoese, who headed the IBT delegation, pledged the IBT's full support for airline workers who need Teamster help. In 1985, the Teamsters gave all-out backing to the pilots during their strike at United Airlines and to members of the Transport Workers Union in their strike against Pan American World Airways.

IBT Legislative Director Dave Sweeney took part in an informative panel discussion on how to lobby during the meeting.

The flight attendants' unions are actively lobbying with the Federal Aviation Administration for a rule to establish maximum duty time limits and minimum hours of rest for flight attendants—both to protect their health and ensure the safety of the traveling public.

Speakers at the conference included Labor Secretary William Brock, Secretary of Transportation Elizabeth Dole and Congressman Norman Minetta, chairman of the Aviation Subcommittee of the House Committee on Public Works and Transportation.

Other Teamsters who took part in the conference included IBT General Organizer Henry Breen; Local 2707 Secretary-Treasurer Marvin Griswold; Local 732 Business Representative William F. Genoese, Jr.; Richard Smith of Local 781, Chicago, Ill.: Brenda Rasmussen, Local 2747, Minneapolis, Minn.; Claudia Bushbaum, Local 2707, Seattle, Wash., and Nancy Garcia, Local 2707, Oakland, Calif. Garcia, safety and health representative for Local 2707, discussed airline safety and served on the committee that organized the conference.

In addition to the Teamsters, the unions comprising the Joint Council of Flight Attendant Unions are the Association of Professional Flight Attendants (representing American Airlines workers), the Independent Federation of Flight Attendants (TWA), the Independent Union of Flight Attendants (Pan Am), the Transport Workers Union (Eastern) and the Union of Flight Attendants (Continental).

# '60 Minutes' Reinforces Teamsters' Position on Airport Security

he CBS News program,
"60 Minutes," has dramatically reinforced the longstanding Teamster position that security at the airports must be tightened as part of the government's effort to stop hijackings and other acts of terrorism.

In a broadcast on Sunday, December 1, CBS found airport security to be very lax. CBS reporters had no trouble getting on aircraft at Kennedy International Airport in New York and in Chicago—even though they had no tickets or authorization.

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During the broadcast, Mike Wallace interviewed Tom Ashwood, the first vice president of the Air Line Pilots Association, which has been working closely with the Teamsters for better airport security.

Ashwood took the same position that the Teamsters Union took some time ago, pointing out that the reason airport security is bad is that low-ball bidders get security contracts at the airports and then hire cheap labor without giving them the necessary training.

These unscrupulous bidders are often fly-by-night concerns that pay their people the minimum wage, put uniforms on them and call them guards. They do little or no checking into their workers' records.

The Teamsters asked Congress some time ago to take a look at airport security.

All the sky marshals in the world cannot provide security in the air when security on the ground remains faulty, Teamsters note. With subcontractors at the airports in such areas as fueling, cargo, catering, Skycaps, baggage handling and cleaning all scrambling to submit the lowest possible bids, many hire illegal aliens to keep costs down. That affords these aliens access to nearly all airline operations.

The Teamsters point out that the crux of the problem is that the airlines have abdicated their responsibility to provide tight and effective security. We believe "60 Minutes" has proved the point that the Teamsters have been making for a long time.

The IBT Medical Advisory
Committee convened a
day-long meeting on December 16, focusing on several
areas of intense concern to
Teamster members.

#### **Timely Issues**

Among the topics on the agenda were a discussion of protections for Teamster workers against the AIDS virus; an overview on the progress of NIOSH's cooperative venture with DOT on a Health Study of Truck Drivers, and an update on the dioxin situation facing Teamsters in the St. Louis area.

The Teamsters sought special assistance from the advisory group concerning proposed refinements of the National Master Freight Agreement Drug Testing Program.

Recommendations for amendments to the year-old program are now being considered by the Teamsters and trucking industry representatives. Teamsters Safety and Health Director R.V. Durham sought the IBT Medical Advisory Committee's input on ways to better finetune the testing process and safeguard members from being penalized on the basis of faulty test results.

#### **Efforts Are Succeeding!**

Welcoming the group to headquarters was IBT Vice President Walter Shea, who noted the Teamsters' pride in the group's efforts. "Through efforts such as you are undertaking here, we are transforming this union," he said.

Shea pointed out that although the group has been active for some years, the "fruits of what you have been doing over the years are being recognized and bearing fruit today in many areas." This, he said, includes such programs as the National Master Freight Agreement drug and alcohol program, which for the past year has been attempting to deal



# Teamsters' Medical Advisory Committee Addresses Tough Questions on Members' Behalf

with the "tremendous problems we have in that field."

Also welcoming participants was Dr. Donald Dawson, long-time chairman of the Teamster committee, who introduced participants and summarized the day's objectives, synopsizing several recent projects in which the group has been involved.

First topic on the day's agenda was an overview on the AIDS (acquired immunodeficiency syndrome) situation, as it impacts on workers, which was presented by A.W. Karchmer, M.D., Chief of Infectious Diseases at New England Deaconess Hospital and Associate Professor of Medicine at Harvard University Medical School.

#### **AIDS Analysis**

Dr. Karchmer detailed the facts surrounding the AIDS problem and attempted to provide factual data to allay the fears Teamsters in the funeral home, health care, food service

and the airline industries, among others, have expressed.

These workers have become increasingly fearful that they might contract AIDS in the course of their day-to-day duties in the workplace.

Dr. Karchmer has consulted with the Teamsters on adapting Center for Disease Control guidelines for Teamsters working in the funeral home and health care industries already.

#### Workers in Jeopardy?

He assured the Teamsters that to date there has been little evidence of the spread of the AIDS virus outside the known high risk groups, which include homosexual or bisexual males (73% of the cases), I.V. drug users (17%), hemophiliacs and other recipients of blood or blood products (3%) and those with promiscuous heterosexual behavior, such as prostitutes (1%). Children of a parent with AIDS have also contracted the ailment in one percent of the

cases. Only 5% of those with AIDS are without identifiable risk factors, the physician reports.

Karchmer affirmed that while the problem is a serious and rapidly escalating one, education and accurate information are the keys to preventing panic and overreaction.

#### **Evidence Says 'No'**

Referring to several CDC-conducted studies, including one of more than 300 people in a San Francisco hospital, he told the Teamsters that there has been little evidence showing any incidence of spread of the AIDS virus outside of the high risk groups, suggesting that use of the same sterile procedures used by hospital workers when dealing with the Hepatitis-B virus could do much to prevent any danger of contracting AIDS.

#### **Monitoring's Urged**

Karchmer did, however, urge Teamsters to keep abreast of the problem. He noted that the "potential for exposure to the virus in the workplace, the possible discrimination brought to bear against workers found infected by the virus or with AIDS, and the fear and anxiety which the specter of this problem presents make this an important issue for the Teamsters.

"Furthermore, the development of significant numbers of cases in Teamster members or their dependents could result in major unanticipated health care costs," he noted.

Karchmer and other Medical Advisory Board members urged the Teamsters to continue seriously addressing the issues of risk in the workplace and the danger of discrimination against infected members. He urged them to consider also the possibility of undertaking a widespread educational campaign to allow members to understand this problem and safely and sanely confront it.

#### **Truck Driver Health**

James Melius, M.D., on staff at the National Institute of Occupational Safety and Health (NIOSH), updated the committee on the DOT Health Study on Drivers, on which NIOSH is working, in conjunction with the Department of Transportation and the Secretary of Labor.

Melius provided the committee with a draft version of the position paper being prepared for Congress, as mandated by the Motor Carrier Safety Act of 1984

The study has two purposes: to assess significant health hazards to which employees engaged in the operation of commercial motor vehicles are exposed, and to develop materials and information necessary to enable such employees to carry out their employment in a place and manner free from recognized hazards likely to cause death or serious physical harm.

The study is also to "include findings regarding the most appropriate method for regulating and protecting the health of operators of commercial motor vehicles."

Melius explained a little about how NIOSH functions as an investigatory agency, before discussing several key elements of the report. He said NIOSH had surveyed all existing data resources in its search for proof of increased susceptibility to lung and other cancers, such as those of the bladder, along with diseases of the digestive system, increased risk of heart disease and problems caused by vibration, diesel exhaust and exposure to noise to which workers in this industry are traditionally exposed.

Melius asked the group to critique the report. He suggested it would be helpful if they would analyze it to see not only whether it's on target and has focused on the priorities, but to help assess what can be done long-range to assist drivers.

This, he added, could best be done by answering the question of who is at risk and how best to control exposure, and by targeting those issues that should be examined with the greatest urgency. In response, Dr. Dawson called for an analysis of the study findings by the group and development of a summary on how investigators can best proceed.

#### Dilemma on Dioxin

Peter Orris, M.D., another NIOSH specialist who's with the Cook County Hospital, updated the panel on the ongoing study of the dioxin problem as it affects Teamsters in the St. Louis

He presented an overview of the situation affecting Teamsters working at truck terminals which, between 1972 and 1974, were sprayed with products containing dioxin, a potential carcinogen.

Orris reported that although a summary report is nearing completion, results are not as conclusive as investigators would have liked, due to difficulties of documenting actual periods of exposure among workers in the early to mid-nineteen seventies and a lack of uniformity in claims reporting, which resulted in incomplete health histories.

The draft report is expected within the next several months.

#### **Drugs, Tests, Teamsters**

During a comprehensive afternoon session, the Teamster group focused on the vital issue of drug use, testing and the Teamsters. After the National Master Freight Agreement program, as it now functions, was explained to the panel, our medical advisors were asked for their input on proposed changes currently being discussed by the Teamsters with representatives of the trucking industry. It was noted for the record that the working paper

#### MED. ADVISORY COM.

has been approved by neither labor nor management yet, and is subject to revision and modification.

Discussing the program with the group was Richard Cohn, M.D., who formulated the original program several years ago on the West Coast and has been assisting with the protocol revisions.

"We do have some problems with implementation; we want to address them," Cohn said as he outlined how the program functions.

Cohn welcomed input from these physicians on additional ways for making the testing packages tamper-proof to guarantee the integrity of the samples. The group also explored ways of refining the testing process and of establishing various other precautions in the testing protocol to protect the innocent, who are using legal prescription and over-thecounter remedies, from being punished along with the actual drug and alcohol abusers the system was designed to uncover.

#### **Prestigious Panel**

Joining in this intensive discussion were Dr. Michael De-Bakey, Professor of Surgery at the Baylor College of Medicine, and his colleague, Dr. Antonio Gotto, Chairman of Medicine at the Baylor College of Medicine, Houston, Texas, both of whom are Advisory Board members.

Others participating in the day-long session, in addition to those addressing the group, included Professor Gottfried Brieger, a consultant to the committee; Dr. Bernard Bercu, Professor of Medicine at the University of Michigan, specializing in cardiology and internal medicine; toxicologist Bob Tully; TMI representative Bud Orange; IBT Safety and Health Director R.V. Durham and IBT Industrial Hygienist Suzanne Kossan.

lombia, South America, in early December was Teamsters Industrial Trades Division Director Joseph Konowe.

Konowe, participating in a four-day conference hosted by the International Union of Food and Allied Workers' Associations, delivered a strong message in Spanish of solidarity, hope and strength to our brother and sister unionists from around the world.

Addressing the 116 delegates, including representatives from Switzerland, Denmark, the United States, and a number of Latin American countries, including Colombia, Argentina, Mexico, Uruguay, Venezuela, Bolivia, Guatemala, Panama, Ecuador and the Dominican Republic, Konowe explained how the Teamsters function in the collective bargaining arena and the similarities of the goals we share with our brothers and sisters in the world labor movement.

The IUF is a confederation of international and/or national unions representing workers in the food processing, beverages, tobacco processing and manufacturing and catering trades, so the Teamster leader had much to share with his union counterparts on the many common industries in which the Teamsters Union negotiates.

A number of serious labor topics were on the meeting agenda, including a discussion of transnational corporations and approaches for the organizing thereof; collective bargaining; working conditions, safety and health; and the advent of new technology, production and sales systems. Much attention also was paid to the organizational status of workers employed in the soft drink industries and breweries in the ten key regions covered by the IUF worldwide.

Konowe reported the discus-

### IBT Ouh

sions to be both invigorating and informative, adding the they had forcefully reminde him of the great personal so fices some labor leaders mustill face today in their effor organize.

"I found the discussion of experience of local union of cers whose members are employed in companies such a Coca-Cola, Pepsi-Cola and varia Beer, which is one of largest of the brewing companies in Latin America, to be Very informative and excitin Konowe reports.

"It quickly became appareafted that the extent and effective and ness of unions in these field after largely depends on the laboritation in the various coword tries and the nature of their In governments," he added.

Citing just one example of Coot the type of repression that cass occur if a Latin American generous proach in its conduct of laboration affairs, Konowe told of a disprictussion among the delegatikor of a March, 1984—January liwhosit-in strike at a Coke plantlead Guatemala, where the owner account of the would not have to deal sprictus of the union.

After intervention by the A Geneva secretariat to Cokesion ternational headquarters, a Amply first came that the plancom was a franchise operation, and which the company had no and thority. The next thing the und workers knew, the government was sending troops in to em K the plant by force and keep call empty.

Working again through amore neva, the group appealed the Coca-Cola headquarters into planta, promising that there life would be a worldwide outcou and boycott of Coke's product the impasse continued. Ower

### Othes to South American Labor



Omp Above, Konowe greets Bavaria Brewery Union Pres. Luis Fedraza, IUF Secretary-Treasurer Dan Gallin, and Colombia's Secretary of Labor George Carillo Rojas.

pareafter months of negotiation, fictive nally reopened the plant, and field after additional months of negolabotiation, agreed to rehire the scoworkers.

heir In the interim, however, nine d. young labor leaders from that ale Coca-Cola plant were brutally at assassinated—by either governing ment or right-wing execution reasquads.

labe "Truly, they had paid a high a disprice for being union leaders," gatikonowe said, adding, "I wonder try lwhether some of our young lant leaders today, who've never ownefaced such moral crises, would own be willing to pay so high a eal price to keep the labor movement alive here?"

the An important topic of discuscokesion, especially to the Latin as, American delegates, was a column comparison of labor standards on, and achievements in the U.S. In and Europe to those of the the underdeveloped countries of communication.

Konowe was able to graphiceepcally demonstrate the earnings differential by translating the gh Gmonetary values into the numed the of hours of work necessary into purchase the necessities of here life in each of the different outdoountries.

rod<sup>1</sup> Using an American industrial ed. (worker's \$10 per hour average

paycheck, Konowe told the group that an American worker would have to work approximately three hours to purchase the same \$30 pair of shoes that a Colombian worker would have to spend two weeks of his average \$120/month in wages to buy, with the quality of the Colombian's goods much lower than those of the American's.

Konowe emphasized his belief that it's vital for the Teamsters to be involved in such international forums today.

"We can foresee the continuing shutdown of American plants in an effort to chase bucks in foreign areas," he pointed out. "These companies are then going to be able to export these products back to America tax-free, making it impossible for domestic products to compete, costing our nation revenue from these operations and depriving American workers of jobs. We cannot allow that to happen, undeterred," he emphasized.

During the meetings, Konowe says he noted an intense desire on the part of delegates to know how the International Brotherhood of Teamsters functions, in terms of what it does, what its jurisdictions are, what its political philosophies are, and where it stands on other questions of a social, political and economic nature, such as how our retired workers fare in day-to-day living. One recurring question was, "How did you get so big?"

After Konowe had filled them in on the Teamsters' concern with safety and health issues, our emphasis on health, insurance and pension benefits, and other policies, they knew why the Teamsters remain the free world's largest independent union year after year.

Konowe reports that the delegation enthusiastically suggested the possibility that the Teamsters might join the IUF.

The IUF, one of 16 international trade secretariats worldwide, unites unions within particular industries or trades, encouraging mutual support and action. Its membership encompasses workers from Africa, the Caribbean, Continental Europe, Eastern Asia, the Eastern Mediterranean, Latin America, the Nordic countries, North America, the Pacific, the United Kingdom and Ireland.

Internationally, with its fellow secretariats, it speaks for a combined total of more than 56 million workers, spanning ten regions throughout the world.

Many of these international groups are also affiliated with the International Confederation of Free Trade Unions, but maintain their own autonomy.

Konowe's participation in this forum is just one of the Teamsters' recent outreach efforts in the world labor community. As we mobilize in our search for more effective trade policies and seek to buttress our bargaining strength against the international conglomerates we face across the bargaining table, more such liaisons are likely. In an global economy, only those unions with global scope, ties and interests are going to survive.

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#### AT THE IBT,

he Teamsters Union is really on the march, and the organizing area is one in which you can see that new verve, drive and determination best.

Over the course of the past year, Teamster organizing contests and victories have really picked up the pace. IBT affiliates are aware of the advantages our union's diversity gives us over other unions when it comes to organizing public employees, industrial workers, high-tech specialists, health care professionals, banking industry employees, white collar workers and office and clerical personnel—all of them categories of workers just beginning to see the appeal of joining the ranks of organized labor to get a fair shake from their employers.

#### **Traditional Interests**

This doesn't mean the Teamsters Union has diminished in any way its efforts to organize in the bread-and-butter industries that have historically been the union's backbone. There, our representation and organizing efforts remain as strong as ever.

#### An Eye to the Future

Bowing to these changes in the work force, however, and preparing for the future world of work, we have for some time been assembling the team of experienced professionals in the organizing field that can understand these new occupations and their diverse jobsite needs, and augment the talents of the IBT's veteran team of longtime crackerjack organiz-

Now the results are beginning to pour in—from East to West, North to South, from evIn Today's Work World The Teamsters Know Workers Are Human. **Not the Automatons Employers Expect!** We're Offering **Alternatives** That Make Sense

### **ORGANIZING IS ON THE MOVE!!!**

ery conference, division and local in the country.

While it's impossible to report on all the organizing victories Teamster affiliates are amassing these days, since more pour in daily, we can report that in recent months the pace has been accelerating rapidly.

Workers, it appears, have decided times are getting better economically and they can, as the Teamsters have predicted for several years, finally risk voicing their objections to oppressive management and their desire for a better shake.

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The Teamsters, of course, are everywhere—in every town, city and county; we're there whenever workers seek our help and have a proven reputation of providing the strong, effective representation they need.

#### Victories across the Board

Consider the diversity of our wins in just the past few months—achieved by an amazing amount of coordination and cooperation between IBT head-quarters, our five area conferences, our 44 joint councils, our state conferences, our trade divisions and conferences, and our hundreds of Teamster locals.

#### **Public Sector's Lively**

In addition to major wins in the public sector, such as those at the Fort Sill Army Base, the Lawton, Okla., police force, the Cook County and Washington, D.C. corrections departments, and the Jacksonville, Florida, Naval Air Rework Facility, Public Employees Division Director Barry Feinstein reports that there have been others day-to-day, with smaller units, fewer people, and less bold headlines, all of them important,



nonetheless. These wins have helped boost the Teamsters' representation in this growing IBT sector by an additional 20,000 in 1985.

In Ohio, alone, the Teamsters have won 58 victories, since beginning a public employees organizing drive there in April, 1984, with more than 16 wins coming since July 1, 1985.

There, the most recent wins came among the Pierce Township Police Department, the City of London, Ohio, Police Department patrolmen, sergeants and dispatchers, and the Portage County Engineers.

Ohio Public Employees Division Director Carmen Parise reports that the victories will keep on coming. "The Teamsters have been very successful in the public employee organizing arena in Ohio and across the nation," he notes. "These successes can only be attributed to the excellent reputation of the Teamsters as an effective bargaining agent."

In Maine, we were successful in keeping Teamsters at the Service and Maintenance Unit at the University of Maine as members of Local 48 after an

unsuccessful raid by the Maine State Employees Association.

In Buffalo, New York, Teamsters Local 264 is another example of those moving aggressively in the public employees arena.

There, Local President Ed Button recently reported dual wins—winning the right to represent 538 Deputy County Sheriffs in Erie County, New York, as well as 187 bus drivers from the Lake Shore School District in New York.

#### **Mid-America's Eager**

At Local 214 in Detroit, President Joe Valenti reports similar success, winning 350 county employees from Berrien County, Mich. in October, as well as new bargaining groups at the Grand Traverse County Mental Health Unit, where the Teamsters now represent psychiatrists, psychologists and other professionals, including clinicians, and the Village of Chelsea. Elections to represent highranking Berrien County supervisors and a separate unit of circuit court employees took place

#### ORGANIZING!!

on December 18, adding two more wins, with other campaigns pending for public employees in the City of Lapeer, Huron Township and the Village of Dexter, as well as among City of Inkster Police Dispatchers, Brandon School cafeteria employees, workers at the Lapeer County Medical Care Facility and mechanics for the city of Detroit.

#### **Industrial's the Same**

The story's the same in the industrial sector, with IBT Industrial Trades Division Director Joseph Konowe reporting to delegates in October that this key IBT division waged contests involving more than 400 companies in 1985, bringing more than 15,000 new members into the union.

There, activity continues apace, with elections pending involving nearly 10,000 workers and more than 12,000 workers engaged in ongoing organizing drives.

Those brought into the union's ranks last year by Industrial affiliates spanned a broad spectrum-from 444 workers at Transport Guilbault, Inc. organized by Canadian Local 106 of Montreal: to 220 workers at Goldcrest Furniture signed up by Local 847 of Toronto; 300 workers at General Foam Plastics signed by Local 135 of Indianapolis, Ind.; to 45 signed at the Radio Broadcasting Co. in Philadelphia by Local 115; to the 50 new Teamsters at Park Printing Co. signed by Local 385 of Orlando, and the 12 employees at Ashland Chemical organized by Local 769 of Miami—to name just a few. In the West, affiliates were able to claim such diverse wins as the 1,200 NICE workers organized by Local 976 of Ogden, Utah; 11 Budget Rent-A-Car agents signed by Local 88 in Long Beach, Calif.; and the 40 em-

(Continued on page 18)

# South Benot Present a Model Casy

t was not your usual organizing campaign. In Indiana, where public employees do not have a legal right to vote for union representation, the only way an election can occur is when both employer and union agree to hold such a balloting.

Getting the School Board in South Bend to agree to hold a representation election for a group of clerical employees who wanted a union thus posed seemingly insurmountable problems—problems this new Teamster group was to overcome with imagination and a lot of determination.

#### In Search of . . .

The drive began in the summer of 1983, when these South Bend clerical employees began interviewing unions to represent them. The NEA, AFT and other unions initially showed little interest in taking on the tough task of organizing the clerical group. Only when the clericals approached Teamsters Local 364, in March of 1984, did they find the responsiveness they were seeking.

#### Success, Then the Wall

In record time, an overwhelming majority of these secretaries had signed cards authorizing the Teamsters to represent them. When Local 364 requested a representation election, however, the School Board refused.

#### **Mobilizing Support**

Undeterred by this initial resistance, Local 364 launched a

comprehensive public pressure campaign. They rallied support from other labor unions, the city council and mayor, women's groups, and university groups from Notre Dame and Indiana University. They staged "S.O.S. -Save Our Secretaries" days, hosted wine and cheese parties to acquaint everyone with the issues, wrote letters to the editors and op ed pieces in local publications, went on radio, making their views understood by the community in virtually every forum available.

#### **Driving Home the Point**

Supporters virtually bombarded the School Board, testifying at every School Board meeting and picketing the School Board members' places of employment to bring pressure, in their effort to get an election scheduled. Not even near zero weather could deter these school secretaries in their relentless struggle to obtain Teamster representation.

#### **Bucks Didn't Cut It!**

An unprecedented 10% wage increase offer by the School Board did little to diminish the enthusiasm, either, since the bargaining issues, as this group saw them, went far beyond wages.

#### R-E-S-P-E-C-T

At issue was gaining a voice in determining their working conditions and the right to an effective grievance procedure that could assure fair treatment and job security. It became, for tl

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# en<mark>ool District Clerical Employees asow Grit, Imagination in Effort to Organize</mark>



Local 364, its officers and staff staged a strong drive for their new South Bend clericals. Rallies, frequent update sessions, support from the IBT, sister locals helped an enthusiastic committee win bargaining rights.

them, a struggle for dignity and the respect they so richly deserved, rather than a dollarsand-cents question.

As the fight continued, Local 364 pursued another novel approach. The local filed a complaint on behalf of workers with the Equal Employment Opportunity Commission, charging that the School Board's decision not to grant an election was based on sex discrimination, since the

group was primarily composed of women.

The School Board, it seemed, had been negotiating for many years with a school bus drivers unit and a maintenance unit, both of which were primarily comprised of males. After an investigation, the EEOC issued a determination of reasonable cause. Finally, after an 18-month stall, the School Board agreed to set up an election.

#### Victory: Now on to a First Contract

In that balloting, which took place in mid-November, these clericals voted by a 77-21 margin in favor of Teamster representation. The 40-member organizing committee is now busy helping Local 364 officers prepare contract proposals in anticipation of the February start of negotiations. With the experience they've gained in winning the right to a contract, we'd predict only success ahead for these tenacious new Teamsters as they pursue their first bargaining agreement.

#### **That Old-Time Spirit**

IBT Organizing Director Vicki Saporta, who met with the group during the campaign, expressed deep admiration for the tenacity of these clericals, whose determination to become Teamsters increased as time went on, despite seemingly overwhelming odds.

"Local 364 waged an excellent, comprehensive, innovative campaign which can serve as an inspiration to all of us. It proves that we can still win, regardless of the difficulty of the situation, by mobilizing support with an effective, unrelenting campaign."

As for the new Teamsters, she said, "They had me so excited about this campaign, I wanted to join the union all over again. Giving people back the dignity and rights they deserve on the job is what a union's role is all about; I'm proud that we in the Teamsters make that possible for so many every day."

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#### ORGANIZING!!

ployees signed at East Bay Recycling by Local 588 of Hayward, Calif.

#### **Charlie Tuna A Teamster?**

On December 19, what was claimed to be the largest labor union representation election ever to be conducted by the Honolulu office of the National Labor Relations Board was held in American Samoa, where San Francisco-based Teamsters Local 860 sought representation rights for 2,100 workers at the Starkist tuna cannery.

A Teamster victory would make these cannery workers the first in American Samoa to be unionized, said Herbert Suvaco, secretary-treasurer of the Teamster local. The local was coordinating its efforts with Local 856, another San Franciscobased local, and has made the pledge to the workers that, should they win the election, the local will establish a full time staff and office in Pago Pago to service the workers. Suvaco added, "We also want to offer union representation to employees at the Van Camp cannery, Samoa's other major non-governmental employer.

#### Printers, Too!

Obviously, the Teamsters are everywhere today.

In the aftermath of the Teamsters/International Typographical Union decision not to merge, that area, too, has become a fertile organizing ground, as discontented ITU members seek to join the Teamsters on their own.

At the Plain Dealer newspaper in Cleveland, the Teamsters Union in mid-November was certified as the exclusive collective bargaining agent for printers and mailers. That means that the Plain Dealer printing unit of Local 53 and mailers from Local M-12 became officially the first in the nation to leave the ITU and join the

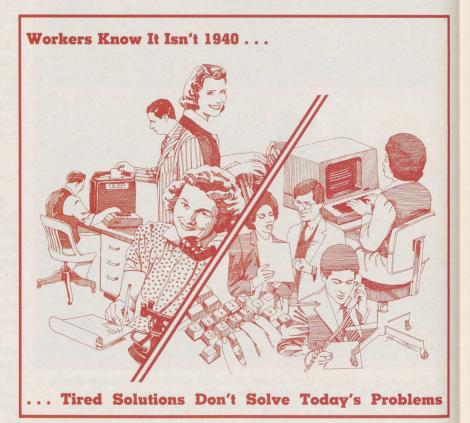
Teamsters, joining forces with Teamsters Local 473.

The printer and mailer units at the newspaper voted overwhelmingly last December to join Local 473, with printers voting 100-16 for the affiliation and mailers voting 123-9 to become Teamsters. Certification of the ballot was held up nearly a year by challenges filed by the ITU organization, with final recognition granted in November after the ITU failed to file an appeal in Washington on a decision from NLRB Region 8 in Cleveland, dismissing objections to the election last fall.

national Association of Machinists (IAM), which had previously represented both

At Aviall, Inc., a firm which inspects, repairs and overhauls turbine engines for fixed and rotary winged aircraft and distributes aviation parts and supplies, there were 590 workers eligible to vote in the election, conducted by the National Labor Relations Board. The ballot result: 329 votes for the Teamsters, 103 for the IAM and 128 for the company, with one void ballot.

Burnett was actively aided in



#### **Airline Wins**

IBT Airline Division Director William F. Genoese reports that two major election victories have just come in the Dallas area, thanks to the efforts of IBT Local 19.

Both campaigns were coordinated by Tom Burnett, president of Local 19, with assistance from the National Airline Division. In both cases, the Teamsters handily defeated the Inter-

this campaign by Charles Haddock, secretary-treasurer of Teamsters Local 745 of Dallas, and Jim Holden, president of Local 767, Arlington, Tex.

The National Mediation Board conducted the second election at Dalfort Corp., a part of Braniff Airways, where the Teamsters already represent clerical and cargo employees. The Dalfort election covered mechanics and related crafts. There the results were: 215 for the Teams

sters and 131 for the Machinists, with 4 void ballots, adding another win in the Teamster column.

There were 463 workers eligible to vote. The unit is expected to increase to 650 in the next few months, and to a thousand by the end of 1986.

The results are pending in still a third election in the Dallas area. It covers an unorganized group of about 900 fleet and ramp service employees of Southwest Airlines.

During this campaign the company fought the Teamsters all the way, hiring anti-labor attorneys to stall off the election, but were not successful in stalling the balloting.

#### Action . . . on the Set

In the South, another exciting organizing project is going on, with an announced drive underway to attempt to organize non-union film and television workers.

The Teamsters recently won the right to represent any location managers and talent scouts working within the SCT jurisdiction

Teamsters already represent location managers on Universal's "Miami Vice" TV series. Officials of the Southern Conference have indicated that the Teamsters are aggressive about this campaign, especially as regards non-union companies coming in. The Teamster organizing drive arose out of a concern by the union that the South not become an area in which Hollywood producers can avoid a collective bargaining agreement.

#### Wins Keep Coming!

The IBT Organizing Department reports a variety of other organizing wins as well, both in traditional and nontraditional domains.

Local 682, for example, has organized 53 workers at the

MacDonald Douglas Corp.; Local 695 brought in 53 at the Erickson Bakeries and three in the Village of Waunakee police department; Local 574 brought in 8 people working for the City of Ironton in Missouri, and Local 364 organized 57 at the Beverly Nursing Home and 103 at the South Bend Association of Educational Personnel.

Local 911 reports that 133 new Teamsters were won in a campaign at the Valley Hilton; Local 515 organized 20 at Fortifiber; Local 200 brought in 13 workers at Praefke Brake and Supply; Local 486 brought in five at Fabiano Brothers, 19 at Pacolite Plastics, five at Pyramid Paving, 16 at Clark Lift, six at Bourdow Trucking, and seven at Champagne and Marx Trucking. Local 776 organized 17 workers at the ABF Com-

pany, while Local 610 brought into the union's ranks 74 at Next Day Delivery. Local 600 won recognition for 52 at Laidlaw Waste Systems and Local 810 organized 110 workers in the Glen Cove School District.

The victories just keep on coming, large and small, in bargaining groups that challenge the depth and breadth of our talents and imagination with their diversity. The Teamsters' challenge ahead will be forging all these new units into cohesive groups of strong, independent union stalwarts and harnessing the talents and energies of all these new members for the organizing and representation battles ahead.

With so many eager to join our ranks we look forward to a bright tomorrow for this labor union!

# Teamsters Are Answering White Collar Workers' Needs

he International Brotherhood of Teamsters, as have other labor unions, has been tracking the growth of the white-collar, banking, insurance, university and health care industries, and plans on making these territories our own in terms of representation.

"It's the decade of white-collar organizing," notes Teamsters Organizing Director Vicki Saporta, who points out that in 1970, only about five million white-collar workers were unionized, or about 22 percent of total union membership. Today, that number has risen to 8.5 million, or nearly 38 percent of total union membership, even as total union membership is declining. (Forty years ago, unions represented 35% of the nation's nonfarm work force; today, we can claim only between 17-19% of the entire private sector work force, a statistic that must be bettered, the Teamsters believe.)

Saporta says that the Teamsters historically have won about half of their white-collar organizing votes, but are looking to better that ratio.

The union's organizing force today is no stranger to issues raised by white collar and clerical forces today. They understand such factors as stress, poor air quality, toxic substances, noise, lighting, and computer video display terminal safety that are the issues of many white collar campaigns.

New organizers are conversant with the diverse needs of women and Hispanics, two of the fastest growing components of the work force, and aim at bringing them the best representation possible.

The Teamsters Union is changing; we're meeting the challenges and progressing, and that's going to be good for thirty-year-veteran and newcomer alike!

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Have You Signed
A DRIVE Weekly Checkoff
Authorization Card Yet?
No?
What Are You Waiting For?
This Is An Election Year!

RIVE's popping up everywhere these days—at stewards' seminars; on loading docks where members are being asked to volunteer for DRIVE checkoffs; in legislators' offices, where DRIVE contributions to political campaigns are gratefully accepted; and even in state capitals, where DRIVE donations are spurring the campaigns of Teamster-endorsed candidates and helping civicminded Teamsters and others attain political office at various levels.

A highlight of recent DRIVE activity was a Stewards' Appreciation Dinner, held on Saturday, December 7, by Teamsters Local 391 of Kernersville, N.C.

There, IBT International Trustee R.V. Durham thanked his stewards for their efforts on behalf of the membership over the year, rewarding them with gift cameras, each proudly marked "Made in the U.S.A.," on behalf of the Local 391 membership.

Durham, in his keynote address at the dinner affair, exhorted each Local 391 steward to intensively recruit for DRIVE in 1986. Since stewards are our front-line representatives with the membership, R.V. urged them to explain the merits of the IBT's DRIVE program at the various shops and terminals where they're employed, and to encourage brother and sister Teamsters to join the weekly checkoff program wherever it's available.

DRIVE should certainly bene-

"Work hard for DRIVE in 1986," was the message to these Local 391 Teamsters from their President, R.V. Durham, shown here displaying their "Made in America" gifts. fit this year from the fiery new spirit these veteran union representatives have promised to generate.

Teamsters from Rock Island, Illinois, Local 371 held their own shop stewards' session on





December 7, with DRIVE again the top topic on the agenda.

IBT DRIVE Department staffer Randy Logan returned home from the session, armed with a whole slew of DRIVE weekly checkoff cards signed by these enthusiastic Teamsters.

In Chattanooga, Tenn., DRIVE received another enthusiastic boost from longtime supporter, Local 515 President Bobby Logan who, with his business agents and shop stewards, has been busily recruiting new DRIVE members.

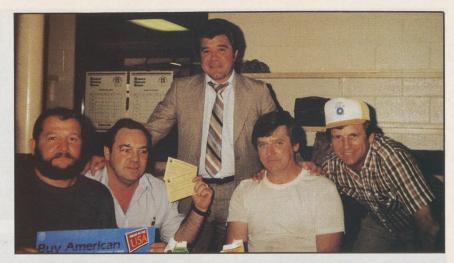
Visiting members at Roadway, Logan (third from left) recruited two new members for the program, with an assist from Business Agent Jimmy Tipton and Shop Steward Chuck Shepherd. This experience is being repeated day after day, as Teamster officers attempt to drive home the importance of the intensified DRIVE program.

IBT DRIVE Representative Charles Murphy was the willing bearer of glad tidings recently, when he delivered to General Secretary-Treasurer Weldon Mathis and the IBT nearly 650 DRIVE weekly authorization cards just signed by members of Local 741 in Seattle, Wash.

Thanks to the willingness of these members to get involved, DRIVE will have \$30,000 more in 1986 with which to support labor's causes.

Where do the DRIVE donations go? That's a good question, best answered by looking at some of the ways our DRIVE donations were utilized in 1985 to assist those who've proved through their staunch support that they're friends of the Teamsters.

At Local 745, Secretary-Treasurer Charles Haddock wasn't content just to present a DRIVE check to Representative Jim Wright, a Democrat from the 12th District of Texas. He also explained to Congressman Wright, who's also House Majority Leader, how DRIVE works and why it's proving so effective as a political action com-





mittee these days. Knowing why our voice is being heard more loudly on the Hill sure can't hurt, can it?

Local 375 Secretary Donald Oatmeyer and Recording Secretary Jack Canzoneri did the same thing, visiting with 33rd District New York Representative Henry Nowak (D) recently to present him with a Teamster DRIVE donation to his reelection campaign.

Congressman Tom Luken (D-lst District, Ohio) was another to receive a DRIVE contribution to his campaign coffers, receiving a donation from Local 100 President T. P. Dunnmon on behalf of Ohio Teamsters. This contribution will help Representative Luken's political campaign fund.

Providing another example of DRIVE's impact was this recent incident from Local 191 in Bridgeport, Conn.

Local 515 really believes in DRIVE and signs two new members at Roadway here. At Local 371, new DRIVE contributors resulted from a recent DRIVE swing through the Illinois area. Below, DRIVE Rep. Charles Murphy delivers 650 cards from Local 741 to headquarters.





#### DRIVE ALERT '86

There, Teamsters were the hands-down victors of a recent election in the city of Bridgeport, largest city in the state of Connecticut. Political activism was the key here since four of the five successful union-supported candidates were Teamsters or their family members. All of them received union backing for their campaigns.

In the election, Local 191 successfully backed Democratic challenger Tom Bucci, who was successful in ousting Republican incumbent, Mayor Leonard Paoletta, by a better than two-to-one margin.

As for the Teamster sweep, that came when Local 191 Secretary-Treasurer Anthony Rossetti won reelection to his third term on the city's Board of Education, while Local 191 Shop Steward Charles Valentino won reelection to his second term as Sheriff. Teamster Ed Ferenz and Teamster spouse Joan Hatrick were both declared first term winners for Aldermen positions in the City of Bridgeport as well.

Glad to receive DRIVE contributions were: Texas Congressman Jim Wright, here receiving a contribution from Local 745's Charlie Haddock (top left photo); New York Representative Henry Nowak with Local 375 officers (top right photo); and Congressman Tom Luken of Ohio, who received a contribution toward his reelection coffers from Local 100 Teamsters (bottom left photo). Grateful to the Teamsters for the support that helped them stage their election wins are, from left, Local 191 Shop Steward Charles Valentino of Bridgeport Jai-Alai, Bridgeport's Sheriff; Joan Hatrick, wife of Julian Construction Shop Steward Joe Hatrick and a new Alderman for the city; Local 191 Secretary-Treasurer Anthony Rossetti, who's just begun his third term as a member of the Board of Education, and Marshall's Express employee Ed Ferenz, another new Bridgeport Alderman. All thanked Local 191's membership and IBT DRIVE for help making their victories possible.

### **'Buy American' Word Spreads**

he Teamster message, "Be American, Buy American" is spreading near and far, as millions of consumers and businesses discover for themselves that our way of life and livelihoods really are on the line, if we allow the current invasion of foreign-made goods and exported factories, technology and jobs to continue.

Teamster retiree Harold J. Schelhas is helping spread that message and passed along, for members' interest, several photos of a Wyandanch, N.Y. tire repair business, Tony's Tire Service, Inc., that promotes the "Buy American" message on its vehicles.

All Tony's repair fleet vehicles are emblazoned with the message, "Be American, Buy American," as well as other patriotic insignias, such as American flags and eagles, as reminders of what we have here at home and how we can preserve the status-quo.

Now, if we can just persuade Congress to enact the Fair Wage Trade Bill, we can really begin to see some progress on the imports problem.

# Labor Secretary Brock Affirms Administration's Interest in Our Views

he Reagan White
House listens to labor, and your input
will be crucial on issues of the
economy, trade and jobs," U.S.
Secretary of Labor William
Brock told an audience of 40 top
union officials, including IBT
Vice President and Central
Conference Director Robert
Holmes, at a meeting in Detroit,
Michigan in late September.

Attesting to the Teamsters' increasing political "clout," the Detroit session had been organized by Holmes, also president of Detroit Local 337, who sought, he said, to "bring together union leadership with the cabinet officer most responsible to the American worker."

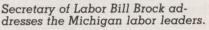
In addition to addressing a full contingent of officers from Teamsters Joint Council 43, Brock answered questions from representatives of the Michigan AFL-CIO, the United Autowork-



ers and local Building Trades

The result of the session was a frank and open exchange of views. "We told him what was on workers' minds concerning issues of job protection, trade imbalance and tax policy. And I think it's clear that our impact is being felt," the Teamster leader said.

As Secretary Brock indicated,



organized labor's voice, when mobilized, can be a powerful force. Labor's unified anger on a proposal to tax health care and other nogotiated fringe benefits "has been heard" in Washington, D.C., the Labor Department official pointed out. Brock noted that labor's position would be taken into account when Congress and the White House decide on a final tax bill.

DRIVE—it's giving us the strength we need to make a difference politically! Thanks to it, workers now find themselves no longer continually behind the 8-ball!









# **Tax Reform Legislation** Clears the House: Now, the Senate Must Act!



ineteen eighty-five has come and gone, and tax reform is still an issue on Capitol Hill. Legislation to overhaul the nation's complicated tax code with a comprehensive reform measure, as predicted by the Teamsters, was still being negotiated on Capitol Hill as Christmas, 1985, and a Congressional recess, creeped nearer by the day.

On December 18, President Reagan achieved what many termed a strong "personal" victory by single-handedly lobbying Republican votes to get a tax reform bill, long ballyhooed as a mainstay in his overall legislative program, enacted by

the House.

Thanks to an intensive effort on both sides of the Congressional aisle, the House finally passed and sent to the Senate H.R. 3838, a bill that has been called the "most sweeping overhaul of the income tax system in more than 40 years."

The voice vote did represent a real victory for Reagan and House Ways and Means Committee Chairman Dan Rostenkowski (D-Ill.), both of whom had worked

hard for its passage.

So deep was the discontent with the measure among the Republicans that President Reagan not only made a personal visit to Congress to lobby for its passage, but in the two days before the vote, stepped in to prevent another defeat similar to earlier one in the House, in which only 14 GOP legislators voted to consider tax overhaul.

The sweeping tax measure, which still awaited action in

the Republican-dominated Senate at International Teamster's press time, IS substantively changed from the measure first sought by the Republicans in January, 1985.

The bill now up for consideration would lower tax rates for individuals, excuse roughly 6 million low-income workers from paying income taxes, prevent wealthy individuals and corporations from avoiding taxes and shift a \$140 billion tax-burden from individuals to corporations. It has, however, retained important deductions for union members' health care contributions, deductions for second family homes and employer-provided group life insurance programs, all of which were jeopardized in the original measure.

Final passage came after Republican opponents of the measure tried to send the "flawed" bill back to the Ways and Means Committee on a recommital motion, a move designed to kill it. That motion failed, by a 256-to-171 vote. The House then quickly approved the measure without a roll-call vote

Earlier, the House had defeated a GOP-backed tax measure that was broadly similar to the bill produced by the Democrat-controlled Ways and Means Committee in that it reduced tax rates and curtailed deductions. That vote was 294-

Before that, legislators handed Reagan a victory with a 258-to-168 vote to bring tax overhaul up for consideration.

Before considering the two overhaul bills. House members also voted 230-to-196 to add a \$100 tax credit for contributions to congressional candidates to the Democratic bill. The legislation would repeal the current \$50 credit.

During floor debate, sentiment for the measure finally approved was reportedly lowkey, with many legislators saying their favorable votes were essentially a bid to keep tax re-

form from dving.

That the measure made it through the House at all in 1985 seems a miracle. In the year since the Treasury Department first unveiled its plan to do away with almost every special tax break and cut individual rates to a maximum of 35 percent, tax overhaul has moved in fits and starts, repeatedly regaining life after being pronounced dead.

The Teamsters have several problems with the proposal as it stands in the House version and will be watching its progress closely. Concerns center on proposed changes in tax treatment of ESOPs, 401K pension plans and lump sum settlements, severance, profit-sharing and other remuneration packages that are provided for in some negotiated agreements.

We won battles for the nontaxation of fringe benefits and to keep state and local taxes as exemptions. Let's hope we can win the next round, and protect members' pensions against excess taxation, before this measure takes final form and is en-

acted into law.

# **HOW THE TAX PLANS COMPARE**

| The second secon |  |  |   |                                  |   |   |  |
|--|--|--|---|----------------------------------|---|---|--|
|  | Current Law<br>(1986)  | President's<br>Proposal*   | Ways and<br>Means Bill*   |                                  | Current Law<br>(1986)   | President's<br>Proposal*                              | Ways and<br>Means Bill*  |
| Individual tax rates   | 14 or 15 rate<br>brackets from 11<br>to 50%, indexed                 |  | 4 rate brackets:<br>15, 25, 35 and<br>38%, indexed                                    | Workers'<br>Compensation         | Not taxed   | Taxed but eligible for credit if elderly and disabled | Not taxed  |
| Exemptions   |  |  |   | Itemized                         |   |   |  |
| Self, Spouse   | \$1,080, indexed   | \$2,000, indexed   | \$2,000, indexed  | Deductions                       |   |   |  |
| Dependents   | \$1,080, indexed   | \$2,000, indexed   | \$2,000, indexed  | State and<br>Local Taxes         | Deductible  | Not deductible for individuals                        | Deductible   |
| Standard Dedu  | ctions   |  |   | Charitable                       | Deductible by   | Deductible for  | Deductible for   |
| Single   | \$2,480, indexed   | \$2,900, indexed   | \$2,950, indexed  |                                  | itemizers and nonitemizers  | itemizers, but<br>no deduction for<br>nonitemizers    | itemizers. Non-itemizers can deduct contributions in excess of \$100.                                    |
| Joint  | \$3,670, indexed   | \$4,000, indexed   | \$4,800, indexed  |                                  |   |   |  |
|  | \$2,480, indexed   | \$3,600, indexed   | \$4,200, indexed  | Mortgage interest                | Deductible  | Deductible for principal                              | Deductible for two residences.   |
| Itemized Deduction Limitations   | No   | No   | Permitted only in excess of \$500 times the num- ber of taxpayers and dependents.  No | Other personal                   | Personal inter-   | residence Limit to \$5,000                            | Deductible up to   |
|  |  |  |   | interest                         | est deductible;<br>investment in-<br>terest limited to<br>\$10,000 over in-<br>vestment in-<br>come |   | amount equal to<br>\$20,000 plus in-<br>vestment in-   |
| Two-earner<br>Deduction  | Yes  | No   |   |                                  |   |   |  |
| Earned Income<br>Credit  | 11% up to \$550<br>maximum   | 14% up to \$700<br>maximum   | 14% up to \$700 maximum   | Expenses                         |   |   |  |
| Child Care   | Tax credit of  | Tax credit of  | Tax credit of   | Entertainment expenses           | Deductible  | Not deductible  | 80% deductible   |
| Expenses   | 30% up to \$720<br>for qualified<br>singles, \$1,440<br>for marrieds | 30% up to \$720<br>for qualified<br>singles, \$1,440<br>for marrieds | 30% up to \$720<br>for qualified<br>singles, \$1,440<br>for marrieds                  | Business<br>meals and<br>travel  | Deductible  | Deduction de-<br>nied for 50% of<br>meal costs        | Business meals,<br>80% deductible.<br>Other travel ex-   |
| Income<br>Averaging  | Yes  | No   | No  | expenses                         |   | above \$25 per<br>person cap.                         | penses fully de-<br>ductible   |
| Averaging  |  |  |   | Retirement Savings               |   |   |  |
| Health Insurance   | Premiums not taxed   | Taxed up to<br>\$120 per year for<br>individual; \$300<br>per family | Premiums not taxed  | IRA                              | \$2,000   | \$2,000   | \$2,000  |
|  |  |  |   | Spousal IRA                      | \$250   | \$2,000   | \$250  |
| Wage Replacement   |  |  | 401(k)  | Up to \$30,000<br>can be tax de- | Repealed  | Contribution<br>limit of \$7,000                      |  |
| Unemployment<br>Compensation   | Taxed if Adjusted Gross Income over \$12,000 (\$18,000 if married)   | Taxed  | Taxed   |                                  | ferred through<br>employer plans  |   | per person and<br>\$25,000 total.<br>Contributions<br>offset IRA con-<br>tributions dollar<br>for dollar |

<sup>\*</sup> Assumes proposals are fully phased-in.
SOURCE: JOINT COMMITTEE ON TAXATION, WAYS AND MEANS COMMITTEE
BY JAMES SCHWARTZ AND ANNE SWARDSON—THE WASHINGTON POST

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# Retiree Chapters Are Active, Enthused; Proud Record of Service to IBT Continues

eamster retiree chapters are now active all across the United States and Canada, with several hundred of them affiliated with IBT locals which cater to the special needs of our retirees, receiving from them in return a vast array of services and assistance, including help with picketing duty, assistance on fund raising drives, help with political activities and the like.

John M. Gummer, 75, secretary of Teamster Local 1010's retiree chapter, recently wrote to Department Director Norman Greene to update him on that group's recent assistance to its parent local.

#### They Helped at Brewery

Last summer, as Local 1010 was struggling to win a new contract with Heileman's Brewery, Gummer dispatched a bulletin to all Local 1010 retirees, soliciting their help for the cause.

"We did help, and we will help again!" he urged of the retirees. His appeal was plain. Any Teamster without a medical problem, disability or prearranged obligation was requested to lend a hand.

"It was our union—we started it—let's help them keep it!" he wrote. "Let me hear from you if you want to be a part of this endeavor. All we ask of you is one or two hours of your time: 15 minutes walking time, 15 minutes of rest, and the friend-ship and fellowship of fellow members, which is our biggest asset...This money can't buy," the Teamster noted.

Gummer asked for a strong "show of bodies at Heileman's gate," and that he got, with 17 of the chapter's 45 brothers and







Maintaining old ties and friendship as these Local 443 retirees do at regular intervals is another important function of these chapters.

sister members responding to the appeal, most of them in their seventies and eighties.

We know it wasn't the \$2.00 offer of reimbursement for tolls to cross the tunnel and/or bridge or the promise of transportation for those who couldn't drive that induced these Teamsters to participate, but rather, their sense of purpose, drive and commitment to the union they love. As Gummer points out, "This union is only as strong as its weakest member. The union's solidarity of purpose is its greatest commodity to sell"

By the way, with assistance from retirees and a militant bargaining group, the Teamsters won that new contract, putting into place a great new benefit and pay package.

These retired Teamsters have proved again at Heileman's, as in countless cases before and since, that they still share a commitment to union ideals, even if they are out of the active labor force today. Way to go, Teamsters!

Local 443 Teamsters remind us of another important function of the chapters—maintaining ties to friends, brothers and sisters made over the years. That local's retiree chapter, 371 members strong, sponsors trips, outings and other activities, along with the picketing chores and local union assistance, that keep these retirees vibrant and active through consistent involvement with their union officers

At one such recent outing this fall, Local 443 retirees kept the lines of communication open with today's union officers, reminisced with fellow old-timers, and even had the chance to walk off with some great prizes after raffle winners were announced, with choice goodies such as a television set and a basket of cheer among the items up for grabs.

#### **IBT Reciprocates**

What do retirees get in return for their dedication? SERVICE!

The IBT Department for Retiree Affairs over the past several years has been working vigilantly to make a number of new discount programs and benefit packages available to members.

#### **New Insurance Plan**

Most recently, the Department announced the addition of new coverage under a General Medical Insurance Supplement health insurance program developed for Teamster retirees, making the program available for the first time to Teamster retirees under the age of 65 as well as their spouses.

It features a \$1 million lifetime maximum benefit for a wide range of inpatient and outpatient medical expenses, and allows participants to choose the deductible that best suits their needs, ranging from \$250 to \$1,000.

Younger Teamster retirees had been requesting the program and now it's a reality. (Information about the new plan was mailed to all retirees late last year.)

The Teamsters: We're doing more for our retirees!

# How Can We Fail With Spirit Like This?

Our man in London, Teamster retiree Tommy Thompson, recently made sure that he got his 1986 DRIVE donation in on time, forwarding a \$5.00 contribution to DRIVE along with a festive Christmas greeting to IBT Director of Retiree Affairs Norman Greene.

Brother Greene reminds all Teamster retirees to remember the union's political action committee early in the new year, especially if they do not belong to a formal Teamster retiree chapter. It's a great way to start the year out right!



### 'Made in the U.S.A.'

Teamster Local 200's Retiree Club recently forwarded to International Teamster the following item which appeared in a labor publication, The Communicator, asking that we reprint it for all Teamster members. We do so, as a helpful reminder to any Teamsters who may think that "Buying American" isn't really important for them.

heard a friend complaining, how he lost his job today.

He sounded like he lost his faith in the good ol' U.S.A.

So, I paid my friend a visit, and this is what I found.

Almost everything he bought this year came from foreign around.

A German car was in his drive, his TV was made in Japan.
His shirts were made in Hong Kong, his sweaters in Ireland.
His shoes were made in Italy, his tie was from Norway.
But what's wrong with buying products, "Made in the

With factories busy in Germany, and others busy in Japan, Hong Kong labels are everywhere, as are those "Made in Thailand."

Maybe you'll start thinking, as I did today, And you'll buy goods that are labeled "Made in the U.S.A."

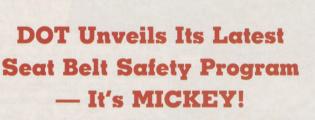
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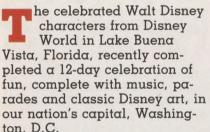
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Disney Characters, All Teamsters in Disguise, Attend D.C. Kickoff during Pre-Holiday Visit



ton, D.C.

The 12-day visit began on November 18 and ended on the 29th, coinciding with the 30th anniversary of the establishment of the original "Magic Kingdom" in California, where generations of younsters have been enthralled by Disney magic over the years.

During the Washington stay, there were whirlwind public appearances, visits to hospitalized children and other promotional activities for a variety of products and stores, featuring the animated characters, whom we're proud to say are Teamsters all.

A highlight of the Disney characters' visit was performing as the half-time entertainment during the Washington Redskins Monday night football game against the New York Giants. The most famous of all the Disney characters, Mickey Mouse, celebrated his 57th birthday at this nationally televised game and was honored by all his friends, along with the Washington Redskins Marching Band.

#### Disney Magic Still Works

These wonderful Disney characters brought with them an excitement and joy that delighted young and old alike. Naturally much fanfare surrounded Mickey, Minnie, Goofy, Pluto and the gang, who had brought with them other visitors from Walt Disney World's Magic

Kingdom and EPCOT Center in Florida to demonstrate the Disney magic touch. EPCOT Center experts, for example, ably demonstrated their special techniques in art and cuisine for attentive visitors at several guest appearances during the visit.

Washington's Mayor Marion Barry and his wife officially proclaimed the 12-day visit as "Walt Disney World Days" in

Washington, D.C.

Mickey and the other Disney characters, whose "inside people" all have been members of Teamsters Local 385 in Orlando, Florida, since August of 1983, had one very serious purpose for their trip to Washington.

#### **Mickey's Special Mission**

This year, the Disney characters are lending their full support and those famous profiles to the Department of Transportation; Mickey will serve as the official spokesmouse for DOT's 1986 Seat Belt Safety Campaign.

Disney Productions cosponsored with DOT a contest to select a national billboard to be used in conjunction with the Transportation Department's 1986 seat belt safety program. The billboard selected was created by Robert Saunders, a high school student from Roy, Utah, and features Mickey along with a safety slogan. It will be appearing on billboards nationwide in the weeks and months ahead as a safety reminder to motorists.

#### **DOT** Is Delighted

Secretary of Transportation Elizabeth Dole was on hand, along with several of Disney's Teamsters in their character costumes, for the billboard's official unveiling. She thanked Disney Productions for allowing DOT to use its popular cartoon character in this public service campaign.

"I am delighted the Disney organization shares our belief that safety belts are so important. By working together, we can foster safety habits which will reduce deaths and injuries on our roads," Dole said.

#### MICKEY'S Goal

Use of the Disney characters is expected to spark a truly effective campaign that DOT hopes will reverse the alarming statistics that document a steady rise in traffic accident fatalities.

#### **IBT Voices Support**

The International Brotherhood of Teamsters is proud that Disney has lent its magical characters to this good cause, which the IBT has supported internationally for a number of years.

We in the Teamsters applaud Walt Disney World's active concern for worthwhile charities and for the American public's best interests and especially commend their policy of endorsing voluntary worker participation in charitable programs such as the 1986 Seat Belt Campaign, that benefit citizens in both the U.S. and Canada.

The Teamsters believe strongly in seat belt "buckle-up" programs, too. Our union was a staunch supporter in 1985 of both the "ALL AMERICAN BUCKLE-UP WEEK," which took place during the November 24-30 Thanksgiving holiday period and the fourth annual "NA-TIONAL DRUNK AND DRUGGED DRIVING AWARENESS WEEK," which took place from December 15-21.

Nationally, the union has long advocated the use of seat belt restraint systems in both our members' automobiles and by our motor carrier driver members as the only truly effective way of reducing the carnage on our nation's highways.

We are proud to join our voices with those of the Distributive Education Clubs of America, the Outdoor Advertising Association of America, Walt Disney Productions and the U.S. Department of Transportation, all of whom were instrumental in this latest campaign effort.

Increased use of safety belts across the U.S. can benefit us all. Our Teamster members who are truck drivers and all families across America naturally will benefit from any successful DOT seat belt safety campaign.

DOT statistics document that voluntary seat belt use is increasing, up from about 11% in 1982 to an estimated 20% in 1985. DOT considers publicity to have been a key factor in get-

ting more people to buckle up for safety. More effective programs thus means more widespread use of belts.

How about it, Teamsters? Won't you take a hint from Mickey, a brother Teamster, and buckle up, the next time you're behind the wheel? Your life could depend on it!

With
Mickey
Leading
the
Parade,
Let's
All Get
on the
Bandwagon—
BUCKLE
UP
FOR
SAFETY!



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### News of Note for Unioning

IN WASHINGTON, D.C. in early November, the Teamsters and the American Trucking Associations, Inc. joined in hosting a reception tribute to Congressmen James Oberstar and Bud Shuster, co-chairmen of the Congressional Truck Caucus.

The November 7 affair paid tribute to the efforts of the Truck Caucus members, their staffs and other members of the House, who keep attention in Congress focused on the needs of the motor carrier industry and its members.

KUDOS ON ECONOMIC POLICY. In an obvious bow to his expertise in the field, the White House, on December 4, announced the appointment of IBT Director of Economics Norman Weintraub to the Presidential Task Force on Project Economic Justice. Weintraub was one of 12 economic experts named to the newly created advisory panel.

AID TO OUR PUERTO RICAN SIS-TER NATION. The IBT officially went on record on December 11, as opposing a Reagan Administration proposal to eliminate Section 936 of the Internal Revenue Code as part of the pending tax reform package. Section 936 currently permits the government of Puerto Rico to forego taxes on income earned on the island, the elimination of which, Teamsters Industrial Trades Division Director Joseph Konowe affirms, would cause "irreparable harm to the island's economy.

The union is strongly urging Congress to continue the Puerto Rican tax abatement program "in order to maintain jobs and industry on the island," and has taken strong positions with both House Ways and Means Committee Chairman Dan Rostenkowski on the issue and Secretary of the Treasury James Baker. (The provision remained in the tax reform proposal passed by the House in mid-December; the Teamsters planned to turn their attention next to the Senate in an attempt to have the measure deleted from the final legislation.)

TOO LITTLE, TOO LATE. While delegates to the AFL-CIO biennial convention were busy reaffirming that body's commitment to a wide range of issues of particular interest to working women, observers couldn't help but notice that the action was overshadowed by the appointment of four new men to the 35-member Executive Council.

Convention delegates did ratify resolutions urging "aggressive action" to eliminate "all discrimination" against female workers, pledging that it stands with other groups who are "working to change laws, policies, institutions and attitudes to bring about equity and justice for all." Delegates also reaffirmed their support for affirmative action, pay equity and comparable worth, vowing to press Congress to maintain and improve the existing tax credit for child care, improve the protection of women under Social Security, prohibit discrimination in insurance and pensions, improve child support enforcement, and increase funding for day care service and for the Work Incentive Program to enable poor women to become self-supporting.

But was it lip service? That is the question many participants were asking after the late October enclave, with many observers voicing profound disappointment that the policy-making Executive Council had failed to recognize the fact that women now account for 43 percent of the work force and an estimated 30 percent of the AFL-CIO's total membership of approximately 13.1 million. Many union officials queried said they felt the appointment of a woman to the council, which is 90 percent white male, would have broadened the AFL-CIO's appeal to the fast-growing female work force, which is largely unorganized.

PUBLIC EMPLOYEES RIGHT Ton STRIKE UPHELD. The Suprem ha Court recently let stand a Califor nia Supreme Court decision, e Co fectively ensuring that state de public employees of the right to strike unless a work stoppage cre up ates a "substantial and imminer be threat" to public health.

The justices, without comment sir refused to hear an appeal by Lo gu Angeles County Sanitation Dis trict No. 2, which had argued the IB' the California court ruling we wh "novel and unprecedented." The og California court ruled last Ma ex that the right to strike is "indis lal pensable to the system of colle the tive bargaining" and should be to prohibited only in rare circum We stances.

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The case stemmed from a 19% rec 11-day strike involving Local 6 rate of the Service Employees Interview national Union after it failed reach a collective bargainin rel agreement with the county. The county in its petition to the Hig Se Court had alleged that the pu po pose of the union's strike had bee wo to shut down the district's faci tio ities and to force the district | Re pump raw sewage into waterway and the Pacific Ocean, a view the the California Supreme Court has earlier rejected. "The district was able to maintain and operate plants and facilities throughouthe strike," the union pointed of in its countering arguments. "The was no discharge of pollutani into the waterways, and therefore no violation of the state's Pollutio Control Act." This victory for the state's public employees coulds a precedent that may well hell other civil servants during the own bargaining battles.

SUPREME COURT DEFEAT OF ARMORED CARS. Teamsters' of going problems with the armore car industry continue.

In mid-November the Interno tional Union wrote to all affiliate IB? with armored car interests, i forming them that a petition file for certiorari by the Internation

# nirom Around the World of Work

T Ton behalf of Teamsters Local 807 orem had been denied.

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The IBT was seeking Supreme Court review of an earlier court tate decision, denying that local's right to represent workers at Wells Fargo re cre upon the expiration of a contract nine because the "guard unit" was considered outside union jurisdiction, men since the local represents both guard and non-guard units.

Although that tactic failed, the d the IBT continues to urge all affiliates whose employers withdraw recognition during the term of an existing agreement to file unfair indi labor practice charges and press collet the National Labor Relations Board to pursue the charge, since the rcum Wells Fargo decision applied only to a case where withdrawal of recognition occurred at the expiration of a contract.

The IBT further pledged its continuing efforts to win legislative relief on this problem, urging affiliates to personally contact their Senators and request their support of S.1018, legislation that would limit the coverage of Section 9(b) (3) of the National Labor Relations Act to "plant guards."

wth FAREWELL TO A FRIEND. Teamsters acknowledged the departure of a good friend within the Reagan White House to the greener pastures of a private consulting business with a luncheon at IBT headquarters. Guest of honor was former White House Assistant to the President for Political and Governmental Affairs Ed Rollins. or the During his visit with us, Ed also was presented with a Certificate of Appreciation from the IBT as a gesture of our gratitude for his many efforts on the union's behalf during his years with the Administration. He's a good friend of the Teamsters and we wish him well!

IT'S WINTER; SNOWPLOW DRIV-ERS ARE TEAMSTERS, TOO! The iliate IBT received an unusual appeal early this winter—a plaintive request from Teamster snow plow ation drivers out in Moline, Ill., that union brothers and sisters be asked to give them and their fellow equipment operators a break, instead of a brake and a shake of

the fist. Local 371 members drive for the city, clearing those streets on days (and nights) when the rest of us wouldn't be caught outside for love or money. "Some of our hours are strange, our loads unequal, wrote Teamster Sanford Hotchkiss, as he asked for a tiny reminder to all Teamsters that the men and women out there are "just trying to do their jobs like the rest of us. Give us snowplow drivers a little slack," he pleads, pointing out that motorists who think about it will readily realize that tailgating or cutting back in too quickly after passing a driver operating a grader or cinder/salt truck just isn't "the smart thing to do." What about it, Teamsters? Can we have a little compassion for those brothers and sisters working their hearts out to keep the highways clear so we can make it through!

CONTRACT WORK'S INCREAS-ING. Union contractors won \$908.3 million in new heavy construction and highway work in 1985 with assistance from an information network coordinated by the National Joint Heavy and Highway Construction Committee.

This amounted to 17 million manhours of work on 75 projects in 27 states and the District of Columbia. About 70 percent of the projects were heavy construction, according to Terry G. Bumpers, committee director and a former Teamster.

Teamsters Construction Division Director Bill Kellerhuis notes that, with implementation of our watchdog contract enforcement program last year, Teamsters' share of the work increased. It is expected to do likewise in 1986. Effective monitoring of the bidding process can make a difference!

SATURN PROJECT CONTRO-

VERSY. As construction begins on the Saturn Corporation's automobile plant in Spring Hill, Tenn., the Associated Builders and Contractors (ABC) announced that it was preparing to file unfair labor practice charges to have the project labor agreement declared illegal.

ABC objects to provisions that require all site contractors to sign the agreement, to hire from a union hiring hall, to work under union work rules, and to pay into union fringe benefit funds.

The ABC contends there are "possible legal problems" with "subcontracting provisions" in the agreement and asks why Saturn, a subsidiary of General Motors, decided to build the facility using a project agreement in a right-towork state where, the association claims, 95 percent of construction is nonunion.

Could be that the ABC, confronted for the first time in recent history with a militantly cohesive labor front behind the all-union project, is a little chagrined that workers' unions had the clout to put the contract together in the first place!

FAIR TRADE WAGE ACT SUP-PORT. Teamster leaders last month wrote to nearly 300 labor union and business leaders, soliciting their support for this vital trade legislation now before Congress.

United Paperworkers International Union President Wayne E. Glenn was one of the first union leaders to second the Teamsters' sentiments that corporate America today has a strong disregard for the American worker and the human rights of workers worldwide.

Glenn is one of an increasing number of union officials who has publicly endorsed the legislation, pledging to do everything possible to publicize the measure and expedite the calling of Congressional hearings on the issue. Glenn has promised to throw his union's full legislative resources into the effort.

#### Job-Related Ills on the Rise

nesses are on the rise, according to figures recently released by the Labor Department.

Overall, workplace injuries and illnesses rose to 5.4 million in 1984 from 4.9 million in 1983 and workdays lost rose from 3.4 per 100 workers to 3.7. A 12 percent increase in health problems was reported in 1984, the biggest increase in the history of the government's collection

of this type of information.

Voicing concern on these figures, IBT Director of Safety and Health R.V. Durham warned, "In the face of these findings, we, as labor representatives and members, must demand increased safety and health protections from our employers and the government to reverse this trend. No working man or woman should have to risk life or limb just to bring home a paycheck."



#### SAFETY BRIEFS

OSHA has finally decided to propose two new rules to reduce allowable exposure to two suspected carcinogens in the workplace. The substances—benzene and formaldehyde—are common in the workplace, where it is estimated that more than 1.5 million workers are exposed.

The proposed rules would reduce allowable exposure to benzene from its current level of 10 parts per million of air (ppm) over an 8-hour period to 1 ppm. The current level of 3 ppm of formaldehyde would be reduced to either 1 or 1.5 ppm, depending upon the evidence submitted to OSHA.

OSHA has omitted, however, an exposure limit for short-term exposure (or STELS) from their proposals. Such an omission could allow workers to be legally exposed to bursts of potentially lethal levels of the chemicals.

The IBT Safety and Health Department has previously called on OSHA to set shortterm limits for these substances in order to protect its members from even brief exposures.

Formaldehyde is a gas found in a variety of products such as building materials, dyes and fabrics. Benzene is used in the production of petrochemicals, refining and tire manufacturing.

► A training program for joint labor/management safety and

health committees is now available from the National Safety Council.

The program, which simplifies committee organization, management and implementation is appropriate for use in starting a new committee or updating a current joint effort. The program can be obtained by contacting the National Safety Council Labor Division in Chicago, Illinois.

OSHA has requested public comment on whether it should broaden out the Federal Hazard Communication Standard to cover employees in non-manufacturing industries. The Hazard Communication Standard gives employees the right to information and training about

the hazardous substances they use or handle in the workplace. Currently, the federal standard only covers employees in the manufacturing sector.

The IBT Safety and Health Department has already gone on record in support of giving all workers the right to information and training on hazardous substances, regardless of their type of employer. For example, the IBT feels strongly that employees in the transportation, construction and service industries should be protected from hazardous substances under this rule. The IBT Safety and Health Department will continue to push for such protection from federal OSHA, as well as at the state level.

#### OSHA S&H Grants Available, Interested Locals Should Apply

SHA has announced the availability of 3.9 million dollars for new and continuing grants for employee safety and health.

The grants are made available under OSHA's New Directions Program. The program, in place for eight years, offers grant money to employers and unions to develop occupational safety and health training, educa-

tion and services for employees. Grants are awarded for both planning and developing a program. A one-year planning grant can be funded up to \$50,000, according to OSHA.

Applications for the grants can be obtained by contacting your OSHA area or regional office. Applications must be turned in to OSHA by February 3, 1986.

# Let's Start the New Year Right By Helping Missing Children Get Back Home

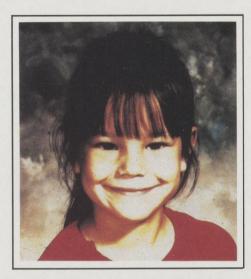


WILLIAM DALE GUNN

DATE MISSING: 6/16/84 FROM: Klamath Falls, OR DOB: 2/22/69 WHITE MALE

ell

EYES: Blue HEIGHT: 5'8" WEIGHT: 115 HAIR: Brown



**ILENE REBECCA SCOTT** 

DATE MISSING: 12/20/80 FROM: Carson, CA DOB: 12/19/74 WHITE FEMALE

EYES: Blue HEIGHT: 3'6" WEIGHT: 40 HAIR: Brown

If you can identify these children or any other missing child, report all information you may have to:

1-800-843-5678

(For Sightings Only)

If you want to help end this national tragedy of missing children, or need additional information, please call:

1-800-792-9300

Provided as a public service by the INTERNATIONAL BROTHERHOOD OF TEAMSTERS and NATIONAL CHILD SAFETY COUNCIL



PEACE & PROGRESS
WITH
TEAMSTER PRIDE
IN 1986



"God grants liberty only to those who love it, and are always ready to guard and defend it."

Daniel Webster Speech, June 3, 1824

# TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS AND STATE AND AREA CONFERENCES, GREETINGS:

In conformity with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 23rd Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America will convene in the city of Las Vegas, Nevada, on May 19, 1986, at 10:00 a.m. in the Las Vegas Convention Center, for the purpose of electing International officers; considering amendments to the International Constitution, and transacting such other business as the Convention may determine, in accordance with Convention rules.

# THE PRESIDENT'S MESSAGE

ebruary is generally the month when the winter doldrums set in, when those of us in the North tire of the cold and the snow and begin to await the advent of Spring.

For Teamsters, however, the passing weeks have been anything but restive. Instead, we find time going by too quickly, with the pace intensifying, as we find new things around every corner to capture our interest, arouse our curiosity or stimulate a new insight.

Foremost on everyone's minds right now, of course, is the impending IBT convention, for which the Convention Call is announced in this issue of the

magazine.

More than 2,000 credentialed delegates will assemble in the Las Vegas Convention Center the week of May 19-23 to undertake the serious business of planning for this union's future. Their deliberations will guide the course of our 1.9 million member union as we enter the 1990s; their decisions will control our destiny.

Logistical preparations for that enclave are now well underway, with many on the IBT staff already working to prepare for the delegates' needs, in terms of credential requests and the like. May will be here

all too quickly.

Two other events took place last month, both of which also bode well for the future of the Teamsters as a union.

The first was the start-up of the Teamsters' Leadership Academy at headquarters, which provided a welcome introduction to union affairs and the responsibilities of office for a new generation of Teamster officers now taking their places within the leadership ranks.

We believe it's incumbent on this union to provide the tools necessary to help these leaders understand the diverse mandates of the National Labor Relations Act and the Labor Department's rules for the proper administration of union office. Where else can a new officer go for pointers on how to handle such challenges, if not to his or her union?

Realizing that the role of a local union officer today IS a complex and challenging one, we at the IBT have formulated an intensive program to acquaint the newest of our officers with the basics they need to know to effectively, creatively handle any challenges

that come their way.

We believe it's a program that will help answer many of the questions new officers have and are proud that the first group of Teamsters to undertake the course found it as valuable as they did. We plan to keep refining the program so that it remains an accurate reflection of their needs.

General Secretary-Treasurer Weldon L. Mathis and I marked another milestone last month as, on January 14 and 15, we attended the 11th Annual Conference of the Teamsters' National Black Caucus. We were pleased to be part of this event, and our remarks were well-re-

In the busy months ahead, we will continue with our plans for a successful and productive Convention. Teamsters from across the United States and Canada will join together to determine the future course this union will take and I can promise you that it will be a memorable and exciting event.

For, at this Convention, as never before, we will be focus-



Ickie Presser

ing on what lies ahead for this union and its membership, and how we can best meet their needs in a changing and chal-

lenging world.

There is no doubt in my mind, nor should there be any in yours, that the International Brotherhood of Teamsters is there to offer you, the members, all the support, guidance and leadership that is necessary to meet head-on whatever tomorrow brings.

The 23rd International Convention will reaffirm this fact as together we plan for tomorrow.

For, together, we will make the future happen!

Fraternally,

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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February 1986

# General Executive

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Board JACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS
General Secretary-Treasurer
25 Louisiana Ave., N.W.
Washington, D.C. 20001
JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN
Fourth Vice President
1250 E. Hallandale Beach Blvd
Hallandale, Florida 33009 EDWARD LAWSON Fifth Vice President 899 West Eighth Avenue Vancouver, B.C., Can. V5Z 1E3 ARNIE WEINMEISTER Sixth Vice President 553 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK Seventh Vice President 300 S. Ashland Ave., Rm. 206 Chicago, Illinois 60607 JOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 DONALD PETERS Tenth Vice President 300 S. Ashland Avenue Chicago, Illinois 60607 WALTER SHEA
Eleventh Vice President
25 Louisiana Ave., N.W.
Washington, D.C. 20001
HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 IACK D. COX
Thirteenth Vice President
450 Carson Plaza Drive
Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St.

# Trustees

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285

Birmingham, Alabama 35212 MICHAEL J. RILEY
Fitteenth Vice President
1616 West Ninth St., Suite 300
Los Angeles, Calif. 90015

T.R. COZZA Sixteenth Vice President 625 Stanwix St., Suite 1903 Pittsburgh, Pa. 15222





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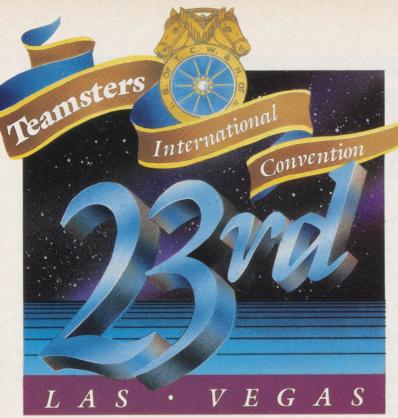
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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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23rd
Teamsters Union
Convention Call
Is Issued
for
May, 1986
Gatherina

May 19-23, 1986

In conformity with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 23rd Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America will convene in the city of Las Vegas, Nevada, on May 19, 1986, at 10:00 a.m. in the Las Vegas Convention Center, for the purpose of electing International officers; considering amendments to the International Constitution, and transacting such other business as the Convention may determine, in accordance with Convention rules.

he official call to delegates for the 23rd Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has been issued.

Local unions, joint councils, state and area conferences and International Union officers received the call in late January from Teamsters General President Jackie Presser and General Secretary-Treasurer Weldon L. Mathis.

The Convention will convene the morning of Monday, May 19, 1986 at the Las Vegas Convention Center, Las Vegas, Nevada, at 10:00 a.m.

# **Order of Business**

Under the provisions of the International Union Constitution, the Convention is called "for the purpose of electing International Union officers; considering amendments to the International Union Constitution, and transacting such other business as the Convention may determine, in accordance with Convention rules."

# Eligibility

The International Union Constitution provides that each local union having 1,000 members or less is entitled to one delegate, with one delegate for each additional 750 members or major fraction thereof. No delegate is entitled to more than one vote; no proxy votes are allowed.

Joint councils, state and area conferences are entitled to one delegate each.

# **Rules Governing Affiliates**

In accordance with Article III, Section 3(a), except as provided in (c), no local union shall be entitled to representation in the Convention that has not been chartered, affiliated and in good standing for a total of six (6) months prior to the opening of the Convention.

(b) No local union is entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which the local union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. If the circumstances warrant, the General Executive Board may waive any of these requirements on a non-discriminatory basis.

(c) The General Executive
Board may grant full representation to any local union which has been affiliated with the International Union for less than six (6) months, when such local union was formerly an independent local union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, or was chartered as a result of split-off or merger.

# **Delegate Selection**

In a letter to all affiliates entitled to Convention delegates, the Teamster leaders pointed out that the following provisions of Article III, Section 5, of the International Union Constitution govern the selection or election of delegates and alternates:

Section 5(a) (1). Officers and business agents elected in accordance with Article XXII shall, by virtue of such election, be delegates to any International Convention which may take place during their term of office.

# Need More Delegates? Elect Them by Secret Ballot!

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If, at the time of the receipt of the Convention Call, it shall appear that such number of elected officers and/or business agents (if any) is less than the number of delegates which the local union will be entitled to at an International Convention, then arrangements shall be made for nominations and secret ballot election of an additional number of eligible members as Convention delegates.

The local union executive board shall determine in all instances how many alternate delegates shall be designated, and this determination shall not be subject to membership disapproval.

Where the election of additional delegates and/or alternates is required in the application of the above provisions, said alternates shall be separately nominated and elected and no eligible member shall be nominated for both delegate and alternate.

To the extent that the local union sends additional delegates, they shall be selected in the descending order of the votes received, starting with the candidate receiving the highest number of votes.

The alternate receiving the highest number of votes shall be the first alternate and shall be entitled to substitute for any delegate unable to attend any session of the Convention; the alternate receiving the second highest number of votes shall be the second alternate and so forth.

# **Incumbents' Priority**

(2) If the total number of officers and elected business agents (if any) is greater than the number which the local union is permitted to send to the Convention, then the principal officer of the local union shall have the first priority as a delegate. The local union executive board shall designate from among such elected officers and elected business agents (if any) the additional ones who are to attend as delegates and alternates. This designation shall not be subject to membership disapproval.

# Locals Have 60 Days to Act

(b) The designation of Convention delegates by the local union executive board, as provided in Section 5(a), shall be made during the period from the receipt by the local union of the Convention Call up to the thirtieth (30th) day preceding the first day of the Convention.

In the event of the inability of a delegate to attend any session of the Convention, the executive board of the local union may designate a substitute from the alternate delegates provided for above.

# Eligibility Requirements Apply

(c) Each newly elected delegate or alternate must meet the same eligibility requirements as are imposed for election to local union office. This, however, must not be construed so as to bar the eligibility of salaried officers of local unions or officers of the International Union.

# **IBT Officers Are Eligible**

All International officers, and, if authorized, representatives, organizers and auditors who have worked continuously for one (1) year or more, shall be entitled to all the privileges of regularly credentialed delegates, but shall not be permitted to vote for officers unless they have been elected by secret ballot, or unless they are permitted by law to do so; provided that this shall not be construed to make eligible for International office any organizer or auditor who is not otherwise eligible through having worked within the jurisdiction for such a length of time as to have made him eligible for International office as provided in this Constitution.

# **Secret-Ballot Required**

(d) All secret ballot elections required by this section shall be in compliance with Article XXII of this Constitution and applicable law relating to the nomination and election of local union officers.

# J.C.'s & Conferences

(e) Joint councils and state and area conferences are entitled to one (1) delegate each, to be selected by the executive board of the joint council or policy committee of the conference from officers elected by secret ballot as provided in Article III, Section 5(a).



# What the Jargon Means

If your local union is entitled to fewer delegates than it has officers and elected business agents, then the principal officer of the local shall have first priority as a delegate.

The local union executive board, at a regular or special executive board meeting, must select from among the remaining elected officers and elected business agents those who will attend the Convention as delegates and alternates.

# Secret Ballot's the Key

It's important to note that an officer or elected business agent will be eligible to attend the Convention as a delegate under this procedure if he has been elected by secret ballot to serve in one office or the position of elected business agent, but has been subsequently appointed to fill another office or the position of elected business agent for its unexpired term.

However, where a member has not been elected by secret ballot to any office, but has been appointed to fill a vacant office or the position of elected business agent for its unexpired term, he or she may serve as a delegate or alternate only if he or she is nominated and elected by secret ballot as a delegate in accordance with the procedures set forth below.

If the election of additional delegates and/or alternates is required in accordance with the above-quoted provisions of Article III, Section 5(a) (1) of the International Constitution, or by reason of the situation discussed in the last sentence, the nominations and election must be conducted in compliance with the applicable provisions of Title IV of the Landrum-Grif-

fin Act, Article XXII of the International Constitution, and local union bylaws relating to the nomination and election of local union officers.

# Nominations Necessary? Notify the Members!

If your local union is entitled to more delegates than your local union has elected officers and elected business agents, it will be necessary, among other things, for your local union to mail a notice of nominations and election of such additional delegates to each member.

Please note that the date of the election must be at least thirty (30) days after the date of the nomination meeting.

# **Get Delegate List to IBT**

Upon receipt of the Convention Call and after the designation or election of delegates and/or alternates, if required, the secretary-treasurer of each local union must supply a legible list of all participating delegates and alternates, along with a copy of their records of dues payments, to the General Secretary-Treasurer. Each delegate is required to present his or her credentials, properly signed by the president or secretary-treasurer, or if both are unavailable, by one elected officer. Each must also present evidence for the purpose of confirming that each is a member in good standing and entitled to a seat in the Convention before each delegate can be certified.

# Time Is a Factor

Pursuant to Article III, Section 6(b) of the International Constitution, all credentials and ledger records must be received in the office of the General Secretary-Treasurer thirty (30) days prior to the opening of the Convention, that is, no later than April 19, 1986. For cause shown to the Credentials Committee, a failure to comply in a timely manner with this requirement may be waived.

In view of this timetable, the latest date upon which a local union should convene a nomination meeting is March 8, 1986, and the latest date upon which an election should be held is April 12, 1986. To avoid problems which may arise because of delays in the mail, please do not wait until the last day in meeting these time schedules.

If, at the nomination meeting, nominees are unopposed, there is no need to conduct an election. Instead, the unopposed nominees should be declared duly elected at the nomination meeting.

### **Bring Your Credentials**

At the Convention, each delegate will have to present to the Credentials Committee his or her credential, properly signed by the president or the secretary-treasurer of his or her organization, or, if both are unavailable, by any elected officer.

Additionally, each delegate will have to present to the Credentials Committee at the Convention, evidence establishing that he or she is a member in good standing and, therefore, entitled to a seat at the Convention.

It shall be the duty of the Credentials Committee to examine all credentials and to make the initial decision on any challenges. It shall be presumed that all delegates who have submitted credentials in the form required to the General Secretary-Treasurer or to the Credentials Committee have been properly selected as delegates from their subordinate bodies.

# **Financial Responsibility**

In accordance with Article III, Section 4, each subordinate body is reminded that it must pay the expenses of its delegates to the International Convention or make arrangements for such payment of expenses by agreement with other subordinate bodies.

# The International Brotherhood of Teamsters & Gelco Travel Services **Bring You the 23rd Teamsters Convention**



he International Brotherhood of Teamsters announced recently, as a special service to affiliates and our members, the establishment of a Teamsters Travel Management Bureau at IBT headquar-

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Through this program, the Teamsters will be able to assist our officers and members with their travel needs; they will be assisted in doing so by Gelco Travel Management Services.

This innovative travel program is now available for the use of all Teamster members and their families.

The IBT, of course, is now preparing for the May, 1986 Teamster Convention and will be happy to help anyone desiring their assistance in arranging for your Convention plane reservations, hotel accommodations, car rentals and the like.

This program was designed by the International Union in an effort to reduce fare costs and other travel expenses for our members, without any cost to the union or any individual.

Among the services the program offers, in addition to discounted air, hotel and car rental packages, are a 24-hour reservation service, and discounts of up to 70% from full-fare coach rates on most airlines, with savings up to 30% possible for first-class travelers on selected carriers.

The service also can provide boarding passes and pre-assigned seating on most carriers.

We have also arranged to have reservation agents in Las Vegas for the 1986 Convention to handle your travel needs while there, for those utilizing this service.

The program also hopes to be able to help Teamster delegates with spouse programs, sightseeing tours, entertainment arrangements, the coordination of transfers between the hotel and the airport, and other services during Convention week, May 19-23.

Since restrictions may apply on some travel packages, anyone wishing to utilize this service should call early for details about this program or to make reservations.

Interested Teamsters can call an 800 number for details. Trained personnel can be reached around-the-clock at 1-800-238-3838. For Teamsters calling from Minnesota, the number to call is (612) 854-1884.

With the Convention fast approaching, it's time for delegates to start planning.

We'll see you in Las Vegas!



Teamsters'
National
Black Caucus
Begins Its
11th Year
by Planning
for the Future,
Recollecting
the Past

he Teamsters National
Black Caucus convened
its 11th annual conference
in Atlanta, Georgia last month,
with more than 200 delegates
and guests in attendance.

Edward "Doc" James, chairman of the group, summarized the meeting's purpose best when he welcomed all to what he predicted would be an "interesting, educational, beneficial and entertaining" session.

He noted that the meeting had been timed to coincide with Dr. Martin Luther King, Jr.'s birthday, which was celebrated on January 20 as a national holiday for the first time, and added: "We believe it fitting and proper that we as leaders of working men and women should be here to make this celebration in recognition of Dr. King, who dedicated and sacrificed his life for the causes of civil rights, social justice and

economic equality, which are the objectives of our organization."

On January 15, Teamsters marked their commemoration of this event with a march through the streets of Atlanta past the Ebenezer Baptist Church to King's gravesite, where they laid a Teamster wreath in his honor and met with his widow, Coretta Scott King.

Delegates attending the three-day session were welcomed to Atlanta by James and Eddie Kornegay of Local 922, his co-chairman. They also heard from Andrew Young, mayor of Atlanta and a former U.N. representative, who urged participants to enjoy their visit to this growing city of the new South.

Young, a longtime friend of the Teamsters and close associate of Dr. King's, got the meeting off to a rousing start as he welcomed participants and gave them some behind-thescenes insights on many of the history-making civil rights events in which he and King participated during their search for justice and equality.

Young noted the Teamsters' dedicated assistance in these efforts and lauded publicly Teamster Locals 728 and 528, the host locals, for their continuing support of the King Cen-

ter's efforts.

Southern Conference Director and IBT Vice President Joseph Morgan also welcomed delegates to SCT territory, and in his brief remarks, pondered why "it takes so long, and so much suffering, for us to recognize injustice. It was necessary for a man of Martin Luther King, Jr.'s stature—a minister, activist, author, statesman, and a man of vision and conscience, to be stabbed in New York City-stoned in Chicago, Illinois-bombed in Montgomery, Alabama—and to give the ultimate sacrifice . . . his life . . . in Memphis, Tennessee," he said.

Morgan noted his intent to see that all SCT locals negotiate the third Monday of January (Martin Luther King, Jr. Day) "in all contracts, whether for black or for white, as a reminder forever, that his Dream Is Alive and his Dream Will Be Fulfilled."

IBT General Secretary-Treasurer Weldon Mathis also welcomed participants, as President of one of the host locals, Local 728 of Atlanta.

He spoke of his fellow Atlantan's many contributions toward correcting injustice through his involvement in the civil rights efforts of the 1960s.

In remembering King, Mathis lauded also the extensive Teamster involvement in many of those efforts, noting that our interest and support continues today.

On behalf of the IBT, he announced that the union was making a \$25,000 donation to the King Center which, under

Mrs. Coretta Scott King, continues Dr. King's work, as another demonstration of our concern for social equity.

Delegates began the second day's proceedings with a special presentation about Dr. King. All were reflective as they watched and listened to a filmed version of Dr. King's "I Have A Dream" speech.

Could anyone help being catapulted back in time to that day on the steps of the Lincoln Memorial when King stirred so many to action with his vision of equal opportunity for all?

"What else can you say," noted James at the film's conclusion. Indeed, Dr. King had

said it all.

It was a tough act to follow, but the two keynote speakers of the day did so admirably, enlivening the proceedings with presentations that reminded all how much closer we are today to achieving Dr. King's dreams.

Teamsters General President Jackie Presser, in his far-ranging remarks, noted that he didn't need a film to remind him of Dr. King, that he had been there with King in Ohio back in the Operation Breadbasket days, and even earlier, back in the 1940s, had supported the formation of the Future Outlook League, precursor of the Urban League.

"My family, as well as many Teamsters, have stood shoulder-to-shoulder through many of the crusades that you, the black people of America, have had to face," he recollected, noting that today all of labor, including the IBT, is fighting for survival.

The Teamster leader, in chronicling the steady erosion in American jobs, industries and national output being wrought by cheap imports and inexpensive foreign labor, spoke of Teamster leaders' recent trips abroad to study these problems firsthand.

Warning that jobs that leave our shores "haven't been rebuilt," Presser noted that he and the General Executive Board are attempting to stem the tide. He cited revitalization and expansion of all IBT services and departments, broadening of educational programs, aggressive organizing and political action efforts as just a few of the tools the Teamsters are using.

Jackie noted that the blue-collar worker, the middle-class American, is the consumer around whom this country revolves and emphasized to delegates that as long as working people are denied their share of the American dream, no prog-

ress is possible.

When Martin Luther King, Jr., talked about "dignity and about equality, he was talking about standards of living," this Teamster noted. "He was talking about everybody having an opportunity to someday own a home, someday being able to send their children to college . . . someday, to have the luxuries and the comfort that this country has always known—standards set by the labor organizations in America!"

Presser pledged that we in the Teamsters would keep up our battle until all in labor enjoy a fair share of the fruits of their labor.

The mandate from our General Executive Board is, "Don't step back; go forward," he noted, and that's what Teamsters plan to do, utilizing every resource they can.

Providing a better future for youngsters like Latrice Paige, daughter of Local 891 B.A. Kenneth Paige is one of the Teamsters goals.



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# **BLACK CAUCUS**

"That message that Dr. Martin Luther King delivered will go on long past the time that you and I are alive. He's given it to us and we can use it. We can do what he said: 'Get together; work together; hold onto that credibility; hold onto that dignity.' Stay together, work together and join together to accomplish what has to be done," this Teamster asserted.

Eddie Kornegay, co-chairman of the Black Caucus, next introduced to delegates another galvanizing speaker, Tuskegee, Alabama Mayor John Ford.

Ford, who is also president of both the National Black Mayors Conference and the World Conference of Mayors, also reminded delegates of what they were about as unionists.

As president of the World Conference of Mayors, Ford saluted the Teamsters for their efforts to "make work opportunities available not only for the working men and women of this country, but of the world.

"Because of your courage, because of your support of civil rights and human rights and for the betterment of man, you have done so much to make the quality of life better for so many people in this nation and around the world," he said.

He spoke also of the sacrifices and contributions of Dr.
King, as well as the pain of being a black youngster in the segregated South and the joy of seeing those barriers fall one by one.

He spoke proudly of the city

he represents, Tuskegee, and the many contributions to the world that have evolved therefrom development of the peanut to the first all black flying corps. He spoke, too, of his pride as a black mayor in having helped form a national mayors' network that first spanned the U.S. and now is worldwide in scope.

Speaking of King's sacrifices as he went through his own "stations of the cross" from Montgomery, Birmingham and Selma to his "personal Calvary" in Memphis, Ford said, "I want you to know today, Teamsters, that Martin Luther King, Jr., did not die in vain.

"Because of what he did, Martin Luther King, Jr. started a train acomin' across this nation . . . the National Conference of Black Mayors Express, and it is a train that is stopping in nearly every state in the nation!

"I'm saying to you today that the number of black mayors and black elected officials may not be what it ought to be, may not be what it's going to be, but thanks to Martin Luther King, it sure ain't what it used to be!

"None of us knows what tomorrow holds for us," Ford noted. "So we have to share our dreams while we can; while we're still here." Toward that end, he shared another dream he'd seen become reality.

His dream began, he said, with the formation of the National Conference of Black Mayors, which today has as members 291 black men and women who serve as mayors of American cities, representing 20 mil-

lion Americans, but along the way that dream broadened, until it had spanned the shores of this nation.

"I sat here and listened to your president talk about the problems that you are having in the U.S.A. with plant closings, and most of that is due to the fact that there is cheap labor in the rest of the world," Ford noted. "There is no way you can compete with that kind of labor."

Ford talked of helping develop the World Conference of Mayors, to address such issues, and that group's efforts to establish ties with leaders in Africa, Japan, Taiwan, China, Great Britain, Canada, Jamaica and elsewhere, always with the message, "Let's work together."

"Today, we have an organization of more than 800 mayors from 21 nations working together on five basic goals," he said. Those are "trust, trade, tourism, technology transfer and the retooling of our cities."

"Mayors of the world are standing firm for a sound trade policy; they're becoming the trade ambassadors for our cities," he said, adding that they see it as their duty to help domestic businesses export, compete and attract new business to American shores.

Ford urged the Teamsters to use their own concern over deficits, the trade imbalance, the imports question and the fear of additional joblessness to get involved. "Expand your labor movement beyond the shores of this nation (and Canada)." he said. "As long as you concentrate on the U.S., you will be faced by corporate competition from foreign nations that welcome American companies to establish plants in their countries to use cheap labor to produce.

"Take the labor movement to those countries and organize these people so that people all around the world will stand up, like you are standing up, and say: 'No more, we will not be satisfied until we get equal pay for a full day's work!' You've got to expand beyond the shores of North America and take your message to the world," he urged.

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Reiterating an earlier statement that the Teamsters have no permanent ties with either political party, Ford wrapped up by saying, "I recognize the impact of the Teamsters. You are right to maintain the posture that you will have no permanent friends, no permanent enemies, just permanent interests—and that interest is whatever is in the best interests of the Teamsters and the working men and women of this nation! There are some of us who respect that."

"Martin Luther King, Jr., had a dream," he concluded, "and we must have one, too—a dream to put our lives on the line, if necessary, to make life better for the people we serve.

"I challenge you in labor today to leave Atlanta and go back across the nation and rededicate yourselves anew to the labor movement. "For 82 years, you have proved you were at the cutting edge of providing quality work opportunities for the working people of this country," Ford noted. "Working together, we can accomplish much."

Needless to say, after these two rousing speeches, the more than 200 delegates assembled could only ask, "What more is there to say?"

But there were other interesting speakers with valuable insights to add—men like Central Conference Director and IBT Vice President Robert Holmes, IBT Vice President John Cleveland and IBT Trustee Mitchel Ledet—all of whom were charter members of the National Black Caucus and have helped fight the battles to bring equity to the labor force over the years.

There were also informative guests like Paul Locigno and Wallace Clements to chair workshops on political activity and DRIVE and Attorney Jim McCall to speak on legal developments affecting the Team-

sters. Panel discussions also informed and enlivened the proceedings.

Highlight of the days spent in Atlanta, of course, was the march to Dr. King's gravesite on January 15, his birthday. There, Teamsters marching under the National Black Caucus banner and led by General Secretary-Treasurer Mathis and Vice Presidents Holmes and Cleveland, presented their tribute to this great American.

After a joint prayer, the group met with Mrs. Coretta Scott King, who even today carries on her husband's peaceful mission at the King Center.

It had been three days most of these Teamsters won't forget quickly, full of memories and action-and-information-packed to send them home equipped to meet the challenges they face as Teamster officers.

"We shall overcome one day," Martin Luther King said a few years ago. There was no doubt of it in the mind of any Teamster at this Atlanta session.





# IBT Labor Academy Resumes; Program Opens New Educational Vistas to Local Union Leaders

he Teamsters took another adventurous step into the future the week of January 13, 1986, with the inauguration of the Teamsters' new Leadership Academy at IBT headquarters.

The concept of continuing education isn't a new one at the IBT, where Teamsters for decades have been educating union leaders about the intricacies of holding office.

# **Back by Popular Demand**

Revitalization of the headquarters-based program came after a hiatus of nearly five years, however. During that time, the Teamsters Education Department had continued its evolving teaching role by focusing on the development of steward, business agent and officer training programs which it convened in individual joint council and local union areas.

Impetus for the move back to Washington by the program was the influx of new principal officers to the union's leadership ranks over the past several years. There was a growing concern at the IBT that these new Teamster leaders needed

special tools and an orientation at headquarters to acquaint them with the diverse problems they'd face in representing their membership and in meeting the complex legal requirements imposed on union officers.

Thus it was that a special curriculum was developed, and the Leadership Academy was reborn.

Attending the first session of the new program were more than 30 male and female Teamster leaders from 23 Teamster locals across the United States.

In welcoming the participants, IBT Education Department Director Art Kane pointed out the changing role of local union leadership and the increasing complexity of that task, in urging these Teamsters to throw themselves completely into the program during the four-day session.

# **A Specialized Course**

He explained that the program had been structured to meet the needs of participants, "as they had expressed them themselves."

Outlining the week's pro-

gram, Kane emphasized that key sessions would focus on legal developments affecting Teamster locals, an overview of the organizing process, and the bargaining domain, with an emphasis on negotiations. Kane noted that organizing, bargaining and the servicing of the membership had been selected, since they are considered the cornerstones of effective representation.

# **Invaluable Legal Aid**

IBT General Counsel John Climaco chaired a day-long session on legal matters, focusing on the duties and responsibilities of Teamster officers as required by the IBT constitution, paying special attention in an afternoon forum to specific legal questions, such as elections, local union financial matters, contract ratification, the duty of fair representation and operations of the National Labor Relations Board as they affect affiliates. On hand were a number of members of the IBT legal staff, with specific expertise in these areas to help these

officers resolve any thorny questions that had been troubling them.

# **Emphasis on Organizing**

Another subject of special interest was organizing, and in an in-depth presentation, IBT Organizing Director Vicki Saporta detailed for the group some of the new techniques, strategies and resources being used in Teamster campaigns today with winning results.

She provided not only an overview of the process, including procedural requirements locals must follow, but went into the various strategies and tactics that can be employed at various stages of the campaign.

Participants worked in groups to examine the elements of successful organizing drives, learning in the process how they could draw on the resources of the IBT Information Center and Legal Department for vital background information and support. Each group reported on the success of their activities to the class at large at the end of this general session.

# A Briefing on Bargaining

The other in-depth session planned for the week was Chief Economist Norman Weintraub's presentation on bargaining.

This veteran negotiator offered participants a complete guide to negotiations, focusing on economic and non-economic issues they face in bargaining, with an emphasis on the mechanics involved.

He discussed the value of wage surveys, cost analyses and strategic planning, utilizing the resources of the IBT Information Center and Safety and Health Department—all of which assistance, he pointed out, is available to affiliates on request.

Sandwiched in with these presentations were a number of other informative sessions.

Among the most effective were the training classes by Kane's own staff, encompassing some new educational approaches.

Assistant Education Director Sally Payne chaired one of the most absorbing programs of the week with her seminar entitled, "Corporate Strategies, Implications for Labor."

# **Motivational Tips**

Introducing Academy participants to a number of new motivational and behavioral techniques introduced in the workplace by management in recent years, Payne invited the class to take some of these tests themselves and see how they fared.

The result was a greater appreciation of the sophistication of the techniques employers are using today to gauge the satisfaction of workers with their jobs and their suitability for individual work assignments.

It proved a revelation to these Teamsters, as it had to several Teamster groups who'd earlier explored the concept with Payne, among them Teamsters from Local 986 in Los Angeles.

Other workshop sessions focused on key areas of operations some new officers may never have thought of or carefully explored before.

IBT Investments Department Director Eugene Burroughs, a recognized expert in his field, offered important hints to these local officers on how to invest their local's resources for a financially sound local union.

Teamster Affiliates Pension Plan Administrative Manager Dick Jasper provided another on-target presentation with his discussion of Teamster pensions.

Out-of-Work Benefits Department Supervisor Pat Reynolds naturally had one of the best received programs of the week, with her authoritative and comprehensive overview on out-ofwork benefits. In providing details on how to apply and what to expect during strike situations, she answered one of the biggest continuing concerns of any local union officer-the question of what will happen when such a disaster confronts the members. It was reassuring to know that in the Teamsters, systems are already in place, with speedy answers available.

# **DRIVE's Highlighted**

Political action, a primary concern of the Teamsters today, was another workshop topic, with IBT Governmental Affairs Director Paul Locigno, IBT Director of Legislation David Sweeney and IBT DRIVE Director Wallace Clements all on hand to explain why the Teamsters have to increase their political profile in the eighties and nineties or perish.

On the facing page participants pose for an official portrait; below, they're shown hard at work.



# IBT LABOR ACADEMY

Participants seemed to agree that, after hearing these presentations, they better understood the workings of Capitol Hill and their own statehouses and had a new appreciation for why the Teamsters have made DRIVE involvement a major goal for all Teamster locals.

Several informal gatherings were also convened where participants could learn about the specific functions and tools available from the IBT TITAN, Information Center, Research

**Participants** 

mong the class members at the first Teamsters' Leadership
Academy, held in Washington, D.C., the week of January 13, were:

James W. Wilkerson, Sr.,
Local 14
Thomas Sever and
Ronald Miller, Local 30
Robert J. Sanson and
John A. Higgins, Local 73
Carl H. Johnstun, Local 222
Norman Holton and
Henry Perez, Local 228
Melvin J. Smith, Local 238
Gerald Blinkhorn, Local 251
James Petrucci and
Raymond Murad, Local 293

Ralph Beehler, Local 375
William E. Delaney,
Local 421
Linda M. Gregg, Local 435
Robert J. Ewanco, Local 636

Robert J. Ewanco, Local 636 Raymond S. Strack, Local 648 Thomas Garrity, Local 671 Roy Chamberlin and Jerry Hoberg, Local 744

Thomas B. Griffith and
Dale Crum, Local 776
Thomas W. Walker, Local 867
Arlene Mordasini, Local 911
Charles R. Sasser and

Wendell Quillen, Local 957 Robert J. Sinnett, Local 959 Anthony Compo, Jr., Local 964

Gary L. Barrow, Local 976 John Harren, Local 986 and Communications Departments, all of which had personnel on hand to talk to these Teamsters about their specific needs.

How effective was the program? International Teamster and Education Department personnel judged that by the comments of the participants themselves.

# **Response Is Positive**

The consensus seemed to be that the revitalized program was a useful and informative one.

"I picked up a lot of new organizing techniques I hadn't thought about before," said one participant.

"The attorneys' session was really helpful," said another.
"I've been involved with the union for more than 20 years, but having just taken over as secretary-treasurer, I found there have been a lot of changes in the laws that I didn't know about. I plan to take home a copy of the model local union bylaws and check its provisions against ours."

### **Helpful Information**

A third Teamster noted, "Outof-work benefits people were able to clarify a number of things for me that I'd been concerned about. Now it will be easier for me, should I have to file a benefits request for my members."

### **New Tools for Back Home**

Two other local union officers from the Midwest noted that they plan to go back and launch effective DRIVE and "Buy American" programs among the membership, now that they understand the importance to members' jobs of these union-sponsored programs.

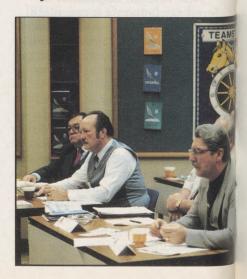
"I plan to take the organizing videos and other materials we learned about this week home to the local," added another participant.

"Getting our members to our local union meetings in large numbers is the first step toward being truly effective. With tools like these, we can excite their interest. It's hard to motivate people to be concerned if you're boring them to death every time they enter the hall," another noted. "I plan to utilize my stewards more now, too, getting them to help with the job of educating the members about all we in the Teamsters are doing."

Many in the group emphasized their belief that similar sessions would prove helpful, especially for a local union's business agents and other officers.

Specialized programs are being planned now for these local union representatives. The program of stewards' training and field training classes for local union officers and business agents also will continue, says Education's Art Kane who, along with Teamster leaders, envisions a well-rounded program that helps all Teamster officers do the best representation job they can.

"The labor union movement is changing," Kane noted, at the program's outset. It's a field today where "no one has the final answers. We must be able to understand the challenges and work toward solutions of a problem. We must educate the members on the changes and give them an understanding of the problems."





Kane pointed out that specialized materials had been created to help them achieve that increased awareness, including four Education Department developed manuals, explaining the member's role, the steward's duties, the negotiating process and the fundamentals involved in union administration.

# Looking to the Future

Noting that at the IBT the accent is on the future and what we can achieve together, Kane pointed out that his department is assembling an audio-visual library.

"Every time I look at this building, I marvel at what guys who drove trucks were able to achieve. They built this organization with their brains and their sweat. We today stand on their shoulders and it's important that we remember where we came from and that we communicate that proud history to the young people coming in today," he said.

# **Other Programs Upcoming**

This course was the first of three planned already for the new Leadership Academy, with two other new officer training sessions scheduled for February and March.

Judging by the interest of the 30 Teamsters in the first class,

the program should be a complete success. Education's Sally Payne said that even before the first class had concluded, Education personnel were already finetuning and modifying the program to incorporate additional concepts those Teamsters attending the class had suggested be added.

"This program came as the result of conversations with officers of the locals on how you perceive your needs in facing the challenges over the years," Kane pointed out. "It will keep evolving. All local union officers have to do is express what those needs are, as they see them."



Education: It's going to be one of the Teamsters' most important roles as we near a new century and the challenges for workers that come with changing technologies.

# Out in the Field, Other Progressive Programs Evolve

rizons are limited only by the imagination. In one creative effort to help their members employed at area hotels improve their "green thumb" skills, Teamsters Local 995 recently sponsored an 18-week horticultural course.

Working with the Nevada Cooperative Extension Service, the Teamsters devised a program that taught its members working as resort industry gardeners and landscape artists a number of new techniques they can use in their employment.

The extensive educational effort included study on soil science, fertilizer selection, turfgrass management, planting and care of ornamental trees and shrubs, selection of annual flowers for color, indoor plant care, sprinkler basics and maintenance, greenhouse basics, pesticide use and pest management.

Thirty-four Teamsters enrolled in the comprehensive program, but only 10 of the group survived the grueling five-month, five-exam course to win their graduation certificates.

Local 995 President Cliff Norton reports that the first program proved so successful for the Teamsters involved that a second one began in January, 1986 for another group of potential gardening professionals.



Graduates of the special Teamsters horticultural course are shown here with Las Vegas Local 995 President Cliff Norton, Local 995 Trustee Elmer Hoskins and Instructor/Professor Bob Morris.

t isn't often employers have much nice to say about a union, much less the U.S.

Chamber of Commerce.

That is exactly what happened last November, however, with the publication of an article entitled. "Labor: Innovations in Labor-Management Relations," written by Lisa Weinmann.

The article, which appeared in the November, 1985 edition of Business Action Network: Washington Watch, a Chamber of Commerce publication, discussed the successful and ongoing Teamsters/General Foods joint training program at Avon, New York.

Weinmann noted in her article that increasing competition for world markets today is forcing labor and management leaders to rethink their traditional roles, with the result that there has been a rapid increase over the last decade in the number of innovative programs designed to improve labor-management relations.

The author cited as one example of the new cooperation of which she wrote the Teamsters/ General Foods program, begun in New York last year. This precedent-setting program, she noted, evolved after a history of relatively good relations between the union and General Foods. Thus it was that, when the idea was proposed, the union was inclined to agree to development of a joint training program to improve communication between management and the rank and file.

Dave Armstrong, GF personnel director, explained the dynamics of the program to Weinmann and pointed out that he had worked with Sally Payne, Teamster assistant director of education to coordinate the joint training program.

'As part of the program, Payne directs sessions in group dynamics, communications and grievance resolution in which shop stewards and managers participate," Weinmann wrote.

The author noted in her piece

that several different program targets are achieved by the class exercises Payne and the IBT educational staff developed (in concert with Teamsters Local 791 and the Eastern Conference).

"In a group dynamics session, participants may dramatize hypothetical, non-work related situations," Weinmann pointed out. "For example, participants may be asked to pretend that they are stranded on a desert island and that they must work together to survive." This tactic helps develop leadership skills.

# CHAMBER OF COMMERCE **NOTES INNOVATIVE** PROGRAM

Weinmann noted that communications exercises were designed to promote active listening. "As a result, shop stewards and supervisors learn to listen to each other speak about problems and propose solutions. They learn to take each other's opinions seriously.'

Weinmann credited the novelness of the concept. "According to Armstrong, management is usually reluctant to accept ideas on new work rules from the rank and file. He adds. however, that employees do have good ideas and that these exercises help to communicate them more effectively."

The author noted, too, the implementation of special techniques to foster better grievance resolution. "Special sessions are geared toward instructing participants in grievance matters. Shop stewards and supervisors are encouraged to informally resolve grievances on the shop floor instead of bringing such matters to upper levels for formal resolution, the author said.

Another part of the program Weinmann apparently found intriguing was its educational dimension. She noted that groups were educated about the process of collective bargaining by being shown the similarities between buying a car or home—or anything bargained for—and negotiating a labor agreement, with the difference between negotiating and demanding emphasized.

Weinmann cited Payne's belief that "worker motivation shows marked improvement and both parties agree that the relative ease of the last contract negotiation is due to participation in the joint training pro-

gram.

The author also noted in the piece that the effort was envisioned as a long-term venture. "According to Armstrong, GF has a five-year plan to build better communication between labor and management to increase competitiveness and efficiency," Weinmann pointed out.

"Armstrong claims that the joint training program is the ideal mechanism to achieve this end. Since the program is new, there are no statistics to support claims of success," she affirmed, adding, "Armstrong, however, says the number of grievances and grievance-appeals filed has declined and the labor-management relationship is constantly improving."

Favorable press like this, especially by a group like the Chamber, is a real credit to the Education Department and the IBT. This report by author Weinmann is just one of many recently that are taking note of and acclaiming the innovative approaches and creative new ideas we in this union are coming up with today.

Already, the union is exploring the prospect of similar cooperative ventures, buoyed by the thus far successful program at General Foods.

# **HE'S A TEAMSTER**

# Wood's Appointment to NMB Brings Board to Full Strength



plauded the appointment of one of our own on January 9, as Charles L. Woods, a longtime representative of the Teamsters National Airline Division, was sworn in as a member of the National Mediation Board, succeeding Robert O. Harris.

Woods' appointment, which runs through July 1, 1986, brings the National Mediation Board complement to three for the first time in more than 17 months.

Woods will serve with NMB Chairman Walter C. Wallace and Member Helen M. Witt.

Woods was sworn into office during a ceremony at the NMB on January 9 by Kay McMurray, director of the Federal Mediation and Conciliation Service and a former NMB member and chairman.

On hand for the swearing-in of this veteran unionist were a number of Teamster leaders, including General President Jackie Presser and Airline Division Director William Genoese, along with a number of well-wishers from AFL-CIO affiliated unions and airline and railroad management, along with mediators, former Board members and government officials.

Woods, nominated to the post

by President Reagan in November, received Senate confirmation of his appointment on December 17.

The National Mediation Board is the agency charged with maintaining the free flow of commerce in the railroad and airline industries by resolving disputes that would disrupt travel or imperil the economy.

Woods brings a wealth of experience to this new national leadership role, not just as a representative of the Teamster Airline Division working out of the Western Conference since 1975, but also as a veteran of nearly 30 years as an airline pilot. Woods served as a captain for United Air Lines from 1947 to 1975, flying out of Los Angeles and San Francisco. He previously had been a co-pilot for United from 1944 to 1947.

During his career as a pilot, Chuck was an active member of the Air Line Pilots Association (ALPA) and played a significant role in labor negotiations between ALPA and United Air Lines. He also served as Executive Council Chairman at United for four terms and was a member of several ALPA standing committees, including the Wage Policy Committee.

At a party hosted in his honor by the Teamsters the day before he assumed his new post, Airline Division Director William Genoese congratulated Woods on the honor, saying, "It's been a long, uphill battle getting someone appointed to the NMB from labor. We believe he will make a great contribution to the National Mediation Board and the government.

"Chuck is one of our own who worked for the airlines and our Airline Division. He has a very prestigious job. His appointment does not mean he will give us any favors; he's an independent person. We believe, however, that he will give us honest, fair decisions," Genoese noted.

Woods pledged just that. "My decisions will be fair and impartial," he said. "I will be in a neutral position, rather than an adversarial position. The Railway Labor Act is there for the people. It serves the people and their interests. The law itself is intended to provide stability in these industries through the mediation of disputes. It has served its purpose well, I think. I hope to be able to contribute to it as a Board member."

Chuck Woods may now have a larger constituency to represent, the citizens of the United States, but Teamsters will always remember that his roots are with labor!

nother carrier fell victim to deregulation last month, leaving the International Brotherhood of Teamsters to comfort and protect thousands of members who were suddenly thrown out of work and saw their futures jeopardized.

It was hard to believe the Reagan Administration can continue in good conscience to call for complete dismantling of all trucking industry regulation, maintaining the industry is doing just great, after McLean Trucking Co. announced on January 10 that it had filed for reorganization under Chapter 11 of the federal Bankruptcy Code.

The Winston-Salem, N.C.-based company, the nation's fifth largest trucking firm, announced its decision after first notifying the union of its intentions. The company ordered an immediate, orderly shutdown of operations, pledging to attempt to use carriers signatory to the National Master Freight Agreement to clean out the pipeline.

McLean representatives told the Teamsters that the company had been unsuccessful in obtaining financing to continue its operations, but had secured an agreement from its lenders to cover employee payroll checks

which were due.

At hearings on the Friday and Saturday following the announcement, McLean received permission to spend as much as \$15.8 million over the following two weeks to cover paychecks mailed on the day of the closure to employees, as well as to secure assets and to arrange for other carriers to deliver freight within the company's system.

Among the company's principal assets were its approximately 3,800 tractors and 9,600 trailers which it was attempting to get back into its terminals

and secured.

Teamsters General President Jackie Presser, as chairman of There Are No Winners

IBT Acts to Help

the Teamsters National Freight
Industry Negotiating Committee, sent an immediate advisory to every Teamster local in the country with McLean jurisdiction, pledging to keep them apprised of events as they un-

the Teamsters National Freight Industry Negotiating Committee, sent an immediate advisory to every Teamster local in the country with McLean jurisdiction, pledging to keep them apprised of events as they unfolded and urging them to act quickly to apprise members of their immediate rights. The Teamsters National Negotiating Committee noted that it had already obtained legal counsel to represent our members' interests in the bankruptcy case.

The McLean decision was a sudden one. Within hours after officials of the trucking firm publicly announced the move, the company began issuing paychecks to its union employees in Winston-Salem, a day later than normal. Earlier that same day, the company had notified its offices nationwide to hold paychecks until further notice. That first notice had said the company was negotiating with a bank, with no further details given.

McLean officials had reportedly been meeting all that week in Winston-Salem with representatives of Citicorp Industrial Credit Corp. in an attempt to stave off the bankruptcy move.

The move at McLean, which

had 1985 revenue of about \$550 million and secured debt of \$55 to \$60 million, affects nearly 9,000 Teamsters at 302 terminals across the country.

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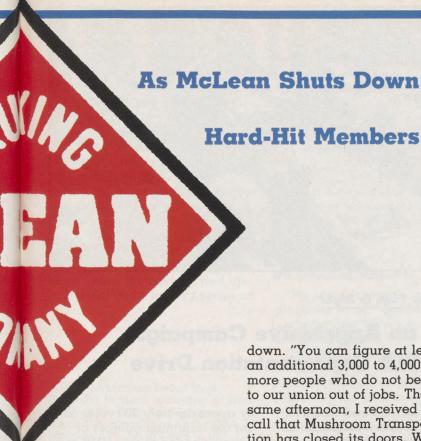
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Teamster attorneys immediately moved to protect member rights, filing necessary claims on their behalf.

Companies under Chapter 11 protection from creditors can continue to operate as they devise a debt-payment plan. Mc-Lean, however, announced its plans to cease operations and liquidate its assets, according to an attorney for the firm. The attorney said McLean sought Chapter 11 status because it offered more flexibility in disposing of the company's assets than would a Chapter 7 bankruptcy.

He added that an orderly liquidation could produce as much as \$110 million in cash. It is these cash assets, of course,



550 that the Teamsters seek to protect on the members' behalf.

After the secured creditors, a main claim on that cash would be the wages earned but not paid workers, primarily during the seven to 10 day period before the bankruptcy filing, a period not covered by the checks already distributed.

Nearly 45% of McLean Carrier Corp., McLean's parent, is held by an employee trust, under an agreement reached last year that involved a 15% wage and salary cut, giving the workers some leverage in the case.

Teamster leaders were devastated by the crisis for the membership, with no one stating the case more eloquently than Jackie.

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"Last week I received a phone call that McLean Trucking has closed its doors—9,000 jobs of union members." he told the Teamsters' National Black Caucus just days after the shut-

down. "You can figure at least an additional 3,000 to 4,000 more people who do not belong to our union out of jobs. That same afternoon, I received a call that Mushroom Transportation has closed its doors. We have seen the loss of in excess of 100,000 jobs in the freight industry in this International Union.

"And while we've lost those 100,000 jobs, we've already seen 700,000 steelworkers being put out of work, 600,000 auto workers being displaced, 700,000 plus textile workers being displaced.

...I'm used to the attacks by the media; I'm used to the slander and the slurs: I'm used to the government's attacks. What I'm not used to is when the phone rings and someone says to me, 9,000 families just went out of work. I can't get used to that; I can't (and won't) get used to companies closing their doors and our people living on food stamps and unemployment. Not in America!" Presser affirmed.

In the field, for Teamster representatives the reaction was the same. After getting the TI-TAN from headquarters announcing the move, most immediately swung into action to

contact the membership.

At Teamster Local 391 in North Carolina, immediate membership meetings were scheduled to advise Teamster members of their health, welfare and benefit rights. "Feel free to bring your spouse with you to the meeting since we will be discussing insurance and pensions," Local 391 President R.V. Durham, with hundreds of affected McLean workers among his membership, wrote in an advisory announcing two special sessions at the local.

"Your local union's officers, agents and staff sincerely regret the decision that has been made by the banks to not lend your employer any additional moneys, but we stand willing to assist you through the very difficult days ahead in any manner that we can," he added.

Dealing with the near suicidal emotions of many of his members wasn't that easy, as other Teamster leaders have learned in similar situations since enactment of the Motor Carrier Act of 1980 and the resulting seemingly endless line of carrier bankruptcies across this nation.

At other Teamster locals, the same experience was being repeated again and again, as thousands of our members rebounded in shock and sought answers.

The Teamsters plan to be there, to do everything for Mc-Lean workers that they humanly can, as they have tried to do for other workers previously stricken.

Final answers, however, lie on Capitol Hill, where even today the Teamsters are continuing their lobbying attempts in an effort to get Congress to cease or restrict policies that are destroying an entire American industry, once one of the nation's most viable. Enough is enough!



'The Time Is Right'

# Teamsters Pledge an Aggressive Campaign as They Launch TWA Representation Drive

he IBT National Airline
Division on January 9
launched a major campaign to bring approximately
5,400 passenger service and related employees at Trans World
Airlines into the International
Brotherhood of Teamsters.

### **An Election Bid**

The new organizing drive was inaugurated as union representatives, on behalf of the 1.9-million-member union, presented the National Mediation Board with thousands of authorization cards, petitioning the Board for a speedy representation election among this systemwide bargaining unit that includes all passenger service, reservations and cargo agents throughout the Trans World Airlines system.

# Mobilizing at the IBT

As the campaign began, dozens of IBT organizers mobilized at IBT headquarters in Washington to set their priorities for the upcoming organizing drive, develop stategies they wish to use in the campaign and coor-

dinate programs and ideas on how best to reach all members in this unit during the fastpaced campaign that is planned.

Airline Division Director William F. Genoese told the group that the Teamsters believe the time is right for a Teamsters' victory with the TWA workers. "The great majority of passenger service and reservations agents have signed Teamster cards," he noted, "because they know that they need a strong organization to speak for them."

Genoese said Teamster surveys indicate that these TWA workers feel exploited by new TWA head Carl Icahn. After the takeover of the company, Genoese reminded the organizing team, "They were forced to make wage concessions when other groups were not.

"The pilots, mechanics and flight attendants had unions to speak for them and negotiate on concessions, but the passenger service and reservations group had no organization and no clout with management."

"We believe workers now realize they made a big mistake in 1981 (when the group failed by approximately 200 votes to get the minimum number of ballots needed to win NMB recognition of an election in which both the Teamsters and the Machinists were vying for representation rights).

# **Interest Is High**

"The deluge of phone calls we've been receiving tells us interest is high in having the Teamsters represent these workers and we are certainly eager to have them within our ranks," Genoese noted.

The Teamsters will face another challenge on the ballot from the Machinists Union this time, since the IAM also filed a representation bid on January 9.

The Communications Workers and the Independent Federation of Flight Attendants (IFFA), representing TWA flight attendants, have also expressed interest in representing these workers and still could qualify for a ballot spot before an election date is set.

The Teamsters have asked the National Mediation Board to conduct an election as soon as possible to protect the workers. "They need a written contract to stop TWA management from ramming concessions down their throats," Genoese said.

Getting the message across to all TWA workers nationwide will be the first and primary goal of the IBT's organizing team," Genoese asserted. The Teamster leader reminded his organizers that since 1981, this key airline group has paid dearly for its lack of representation, losing among other things, the PRR classification at airports, the PRA, the FIC, and recently, the load control function. Skycaps across the system have found themselves tied up in federal court for two years as

Airline organizers heard from Teamster leaders, including Airline Division Director Bill Genoese about the importance of the TWA campaign to the IBT and to the workers we seek to represent—TWA's passenger service personnel.

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the result of TWA management attempts to "get rid of them."

Teamsters will wage a vigorous national effort. Genoese points out that 80% of TWA's workers in the passenger service and reservations unit work in five cities—New York, Philadelphia, Chicago, St. Louis and Los Angeles, with the rest scattered in smaller stations nationwide. The Teamsters plan to conduct meetings for TWA workers at all locations to inform them on the issues and enlist their support.

# **We Welcome Inquiries**

"We invite them to bring their questions to us," Genoese said, pledging that "every question will be answered."

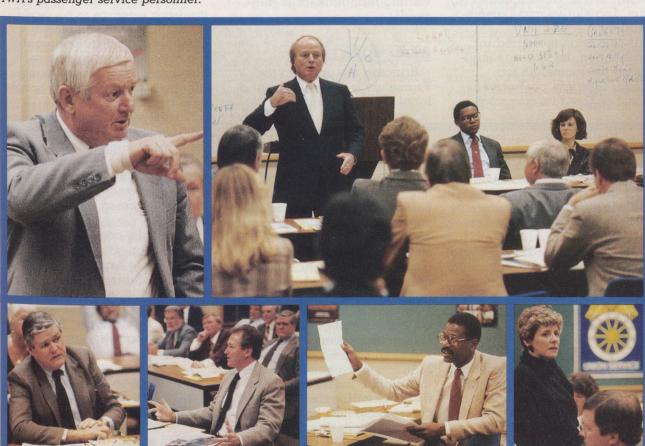
Education is seen as another necessity in the campaign, especially when it comes to acquainting the people with the rigorous requirements of the NMB on representation elections. Under the Railway Labor

Act, getting all workers to send in their ballots, regardless of whom they vote for, is vital, since a fifty percent plus return is essential to gaining NMB recognition and certification of the balloting.

# **Workers Face Tough Going**

Meeting with the group, General President Presser acknowledged the dual impact of deregulation and terrorism on the airline industry in acquainting participants with the many other issues involved, urging these Teamsters to give the campaign their all.

In reminding the assembled organizing team of the stringent belt-tightening measures and demands for cutbacks management has sought from these 5,400 TWA workers in the months since TWA's takeover, he emphasized that we now



# TWA DRIVE BEGINS

have an opportunity and an obligation to afford these workers effective representation to protect their interests.

"We all work for the people out there in the field," he noted. "We want to give them the best representation we can. We plan to invest a lot of money and a lot of time to stage a hard-hitting campaign. Working together, we can get the job done and help these people," he said.

# A TEAM EFFORT

Genoese emphasized the team effort approach of the campaign, pointing out that assistance is coming from airline affiliates all over the country. A host of veteran Teamster organizers and International representatives has been assembled, with pledges of input and assistance from a number of IBT departments, including Organizing, Legal, Governmental Affairs, Legislative and Communications.

As this team mobilized in Washington, no one was minimizing the mammoth job ahead. Genoese put everyone on notice that this campaign

would be a seven-days-a-week affair, with organizers expected to be on call 24-hours-a-day, visible and available to TWA workers to answer their questions and service their needs.

# WE'LL WIN WITH CONCERN

"When the people see you are interested in them, they will join you," Genoese emphasized. "We have stuck with these people since 1981, and now, in 1986, it looks like the time may be right."

Summarizing his immediate goals, Genoese said, "I'm asking for teamwork. Get more cards; visit the field; handbill; call your committee people; develop a strong committee and use those people to help in the organizing, and finetune that mailing list. The issues are clear. That's all you have to do. We've given you all the background material on this campaign that you need to get started," he said, urging these organizers to start fanning out, visiting terminals large and small.

# HARD WORK AHEAD

Bringing the unit into the Teamsters is going to entail a lot of hard work and persist-

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ence. "The way to win is to go into the field and seek the people out, by working together," Genoese said. "People in various parts of the country may have different interests, different needs; we want to hear about them. These workers will respond to 'people people,' people who show they care about them, are flexible, honest and aboveboard."

Genoese reminded these organizing veterans to be ready for the inevitable employer campaign against the organizing drive, urging them to remember what the campaign's all about—helping these people gain a voice.

"I believe we can be successful," Genoese said. "Some say we have a winner. I say we have a shot at it—if we're effective, if we marshal our troops well, if we counter the company's propaganda against this drive."

During the course of the daylong session, Genoese's group reflected the expanding scope and size of this key Teamster division, during separate breakout sessions to discuss the concerns of Teamsters at Avianca, Pan American, Northwest and elsewhere.

This is one Teamster division that's really on the move. Having the new TWA workers join us as Teamsters will be the icing on the cake! We look forward to welcoming them to our ranks in the near future.

### NMB's ASKED TO CONSIDER POLICY CHANGES

he IBT Airline Division, acting on members' behalf, is seeking uniformity between NMB and NLRB election policies.

The National Mediation Board informed the division in January that it plans to hold hearings in mid-March on the IBT proposal that its rules and procedures be brought more into line with those of the National Labor Relations Board.

The airlines and railroads are governed by the Railway Labor Act, which is administered by the NMB. Other industries are governed by the Taft-Hartley Act, administered by the NLRB. The NMB requires that a majority of the eligible voters in a union representation election vote for a union in order for the election to be valid. The Teamsters have asked that this be changed to a simple majority of the workers who actually cast ballots.

Another IBT proposal would call for a simple "YES" or "NO" vote in representation elections.

A third proposal calls on the NMB to give unions a full list of the eligible voters in its elections, including their home addresses and job classifications. The NLRB does this, but the NMB provides only a list of names.



# Teamsters Are Part of a Team That Explains Trucking to the Nation And Urges Safety

embers of 'America's Road Team' are our nation's professional truck drivers. They represent the trucking industry, which carries more freight, travels more miles, employs more people and generates more revenues than any other mode of transportation."

That was how the American Trucking Associations introduced to the nation the members of "America's Road Team," its elite new crew of driving professionals who'll act as spokesmen for the trucking industry during 1986, as part of a new safety awareness effort by ATA.

Terming them "some of the best truck drivers in the U.S.," ATA President Thomas J. Donohue said team members will act as goodwill ambassadors to the public for the next 12 months and, as part of a special highway safety campaign, will be traveling across the United States and making public appearances to emphasize the importance of highway safety and courtesy and the tremendous value of the trucking industry to our nation's economy.

Donohue presented the team, three members of which are Teamsters, at a Capitol Hill ceremony, where he was joined by Senator John C. Danforth (R-MO), chairman of the Senate Commerce, Science and Transportation Committee.

Senator Danforth was on hand to explain the provisions of a recently introduced new national highway safety bill he has proposed, the Commercial Motor Vehicle Safety Act of 1985, which would create a national commercial driver's license for interstate drivers,



strengthen federal and state efforts to detect unsafe vehicles through random roadside inspections and impose a crackdown on alcohol and drug abuse by commercial truck and bus drivers.

The Teamsters were proud to be a part of the affair, because named to America's Road Team were three of our members: Tommie L. Gibson, a Teamsters Local 671 member employed by Roadway Express, a 35-year driving veteran with 31/2 million accident-free miles to his credit; Edward C. Meyer, a Local 667 member employed by Consolidated Freightways with 2.3 million accident-free miles to his credit over nearly 20 years as a professional truck driver; and Jesse L. Stauffer, a Local 771 member employed by A-P-A Transport, who has driven more than one million accident-free miles.

They were joined by Coors Transportation Co. two-million miler Bruce Cram, a 36-year driving professional; Brad Hille, who's driven more than 560,000 accident-free miles as an owner-operator for Dart Transit Company of St. Paul; and Frank Jones, an owner-operator for North American Van Lines with 31 years and more than 723,000 accident-free miles to his credit.

All six men were lauded at the ceremony as being the "best of the best," having been selected from more than 100 top drivers nominated nationwide.

Together, the six have accumulated almost 12 million accident-free miles over their combined careers of 129 years of driving. They are men who devote their free time to their families and to organizations such as the American Legion, the Boy Scouts and other civic activities.

They will serve as the vanguard of a new ATA safety effort that includes a new training program for drivers and truck safety supervisors and programs to check driver records and profile driver attitudes. In conjunction with this effort, ATA has called for increased cooperation by federal and state governments through stricter enforcement of existing safety regulations. Donohue said of ATA's safety efforts, "We believe it's a top priority, because safety is good business, good citizenship and good politics."

# CAN CONGRESS BUDGET LIKE THE REDF

s 1985 ended, Congress came up with a great new idea for balancing the budget, and promptly enacted the Gramm-Rudman Balanced Budget and Emergency Deficit Reduction Control Act of 1985.

Teamsters, while willing to concede that a budget deficit approaching \$220 billion is out of control, were braced and waiting, along with other interested citizens, to see where the budget-cutters' knives would slice, as the first round of cutbacks began.

The legislation, signed into law by President Reagan on December 12, has a laudable goal. It seeks to bring the galloping budget deficit under rein by what many in Congress term "draconian" measures.

The new law sets in motion a process whereby lawmakers and the White House ostensibly must meet annual deficit reduction targets or face automatic spending cuts, which is somewhat akin to the "pay the mortgage or face foreclosure" option the rest of us have in our personal budget matters.

Whether Congress and the White House will adhere to their self-imposed spending straitjacket is another question. The budget-cutters announced their first proposals on January 16; by early February, some in Congress were already trying to figure out angles on how to finagle out of the mandatory time frames set by law.

# What is Gramm-Rudman?

With the nation's annual spending at almost \$1 trillion now, this legislation seeks to reduce the federal deficit that is currently approaching some \$220 billion a year.

Under Gramm-Rudman, targets are set in law for fiscal spending, with the deficit ceilings set to march relentlessly downward, from March 1 of this year onward.

The target for the fiscal year



that began October 1, 1985, for example, is \$171.9 billion, more than \$48 billion less than was originally projected to be spent.

The target for 1987 is \$144 billion. Each year after that, the bill decrees that the deficit must decline by \$36 billion in annual increments—to \$108 billion in 1988, \$72 billion in 1989, \$36 billion in 1990, and finally, zero in 1991.

Should Congress fail to meet these targets, cuts automatically are triggered, to be divided evenly between defense and domestic programs.

That's the law.

Reality may be somewhat different, as budget-cutters set about finding the nearly \$50 billion in cuts they must make this year and in subsequent years, and face the inevitable howls of indignation from an irate electorate for their efforts.

As the new era budget-cutting system got under way, everyone turned their attention to how the budget-cutters were going to trim \$11.7 billion from this year's deficit.

The first round of automatic cuts was expected to go into effect March 1. According to data prepared by the Office of Management and Budget and the Congressional Budget Office,

domestic agencies would have their budgets cut about 4.3 percent, while defense faced cuts of 4.9 percent.

These cuts, however, would all be rolled into the final seven months of the fiscal year, meaning that in many cases they would be larger, nearing perhaps six or seven percent in actuality this year.

In enacting the legislation, Congress made the job more difficult, although better for the protected groups, by insulating nearly 70 percent of all federal spending from cuts. Social Security, Medicaid for the needy, Aid to Families with Dependent Children (welfare), Supplemental Security Income, food stamps, feeding programs for children and veterans' compensation and pensions were among those programs made exempt from cuts. Also exempt are interest payments on the national debt and contracts made in earlier years.

Partially exempt are several federal health programs, including Medicare, veterans' health care, community and migrant health and Indian health, all of which Congress mandated be cut automatically by no more than one percent this year and two percent in fiscal

# E)F US? TAXPAYERS WAIT TO SEE

Because Congress exempted many programs such as Social Security from the automatic budget knife, the cuts will fall hardest on the one-fourth of total government spending that is not protected.

Everything from environmental protection programs to federal housing subsidies were

fair game.

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For Teamsters, that means that we could see longer time lags at the National Mediation and Conciliation Service, cutbacks at local NLRB offices and a longer processing period for unfair labor practice and certification elections, among other things, as staffs and budgets are cut.

Teamsters working for the government or with state programs that get partial federal funding, such as mass transit authorities, army bases and the like, already face salary cuts. In 1987 and beyond, as the ways to cut the budget get harder to find, layoffs and other

cutbacks seem likely.

Programs subsidizing the National Park Service, student loans, Amtrak, the federal prison system, the FBI, border patrols, medical research, farm supports, transit aid, crop insurance, training for health professionals and federal traffic controllers were all being eyed for cuts already, as were the ideas for eliminating new funding for housing for the elderly, purchases by the Strategic Petroleum Reserve and grants for highway safety.

Another suggestion was that dollars could be cut by raising the premiums and the deductibles for Medicare patients, cutting nutrition subsidies for middle-income children and

limiting student loans.

Budget Director James Miller even suggested a few cuts he personally thought would help: deep, possibly fatal, cuts in the Public Health Service's organtransplant network, the end of many child-abuse-prevention grants and elimination of Amtrak subsidies, among them.

As March nears, the decisions are going to get tougher and the battles more protracted.

The legislation sets a timetable for the crises it will create. As each year's budget makes its way through Congress, the Office of Management and Budget and the Congressional Budget Office are required to estimate the size of the deficit for the General Accounting Office. The GAO in turn tells the President, who by September must issue an order that cuts spending across the board to reach the required levels.

Moreover, the \$11.7 billion must be saved from outlays, or actual spending; a larger cut will come out of budget authority, which represents policy commitments and permission by Congress to spend the

money for them.

Who, then, faces the cuts?

Just about all of us.

Commerce, Education, Energy, Health and Human Services, Housing, Labor, Interior, Transportation, the Treasuryall face the budget knife and with the cuts they make may go many of the programs citizens hold dear, if not this year, at least by 1987.

First to feel the pain were railroad, federal civilian and military retirees, who lost a January 1 cost-of-living pension increase of 3.1 percent, denied them in anticipation of the first round of mandatory spending cuts in March.

On January 16, the new austerity plan under the balanced budget was revealed for all to read and weep, and the battle was joined.

Coming out relatively unscathed from the first round of cuts was President Reagan's Strategic Defense Initiative (Star Wars) missile defense program and Navy fixed-price aircraft contracts, both of which the President actively sought to protect from the budget-cutters, even as other defense dollars were being sacrificed.

The Gramm-Rudman plan requires that 50 percent of the automatic cuts come from defense. For the current fiscal year, Pentagon planners will be allowed to find their own way of apportioning the approximately \$6 billion required. Project managers will just have to find a way to keep existing programs going with fewer dollars.

Unless the President and Congress submit alternative plans on spending cuts, the Gramm-Rudman plan provides for the automatic triggering of its cuts on March 1 for the 1986 budget. The President also was required to submit his 1987 proposed budget, cutting the deficit by about \$50 billion, by February 5, 1986.

Congress must act on the 1987 budget, including any changes it wants, by June 15.

Next August 20, the Office of Management and Budget and the Congressional Budget Office will issue a report projecting the 1987 deficit. If it indicates a deficit exceeding the approved cap, additional spending cuts would be mandated on October 15, unless Congress and the President agreed on other means to make up the difference.

Obviously, every Teamster stands to be affected by these changes, if the law remains as it is, whether it's the price of your child's student loan or the fee you pay to enter a national park or the availability of housing or educational programs.

The union's assuming a waitand-see attitude and monitoring things as they go. With talk about eliminating funding to aid highway safety and cutbacks in other essential services, you can bet we'll be there to protect your interests!



# DRIVE

'86 Will Be a Big Year with Strong Checkoff Support, Interest among the Members



eamsters' DRIVE was hit with a welcome burst of early activity in January, when representatives of Teamsters Local 745 arrived in Washington, D.C. to present union leaders with more than 3,500 new DRIVE checkoff cards, each of them a pledge of support for the dollar-a-week program.

So important did that Teamster local consider this political action effort that they dispatched Local 745 staffers Debbie Taylor and Cindy Hall to deliver the very precious cargo to headquarters.

The briefcase full of newly signed DRIVE cards they presented represents nearly \$200,000 dollars in new contributions to DRIVE this year.

Teamsters Local 745 President Charles Haddock, always an ardent supporter of DRIVE, apparently has determined that, again in 1986, Dallas Teamsters will lead the way. Last year, Haddock mobilized his forces under the one-time voluntary contribution and yearly checkoff programs, raising more than \$100,000 for DRIVE in contributions.

Haddock says that last year's amendment of the National Master Freight and Automobile Transporters agreements to allow for weekly, rather than an-

nual, checkoffs, opened up a whole new vista for DRIVE support.

Given the new option, Haddock and his fellow officers vowed to win overwhelming support of the new program and, in late December, began planning for their 1986 effort.

They decided to begin things with a bang, hosting a Stewards Appreciation Night kick-off event, attended by 650 people.

There, the group heard from IBT Human Services Director Father David Boileau and Industrial Trades Division Director Joseph Konowe on happenings throughout our union-on-the-move, before receiving an intensive orientation on DRIVE's importance from Legislative Director Dave Sweeney and DRIVE Director Wallace Clements.

Participants left with the pledge that the DRIVE team would be visiting their shops in the near future and were told



that each steward's support would be needed to achieve their goals.

Several weeks later, DRIVE Representatives Bill Wright, Oscar Napoli, Howard Jones, Joe Allgood and others arrived on the scene to get things mobilized. IBT DRIVE representatives, aided by Local 745 officers, business agents and staff, most of whom had already signed their own DRIVE authorization cards, fanned out to visit all the local's signatory employers, asking Teamsters at terminals, loading docks and offices throughout Local 745's jurisdiction for their support.

The immediate goal was to re-sign every eligible member of the local for the weekly NMFA and carhaul checkoffs. Most of these members had previously been on the annual

Local 745 Teamsters were vigorous in their pursuit of DRIVE dollars, inviting DRIVE representatives to visit docks, terminals and offices to canvass for new DRIVE weekly checkoff candidates. Local 745 President Charlie Haddock reports that nearly \$250,000 is the result!

checkoff program and needed little orientation about its benefits before agreeing to sign.

As the number of cards already forwarded to Washington indicates, the results were overwhelmingly successful. Virtually every member approached agreed to sign for the weekly plan, with deductions to start on January 1, 1986.

That \$52 a year from each of the 3,500 Teamsters canvassed so far is certainly going to add to DRIVE's coffers and make Local 745 a political power to contend with, come election time this fall, since those contributions will be returned home to help elect candidates friendly to Texas Teamsters' interests.

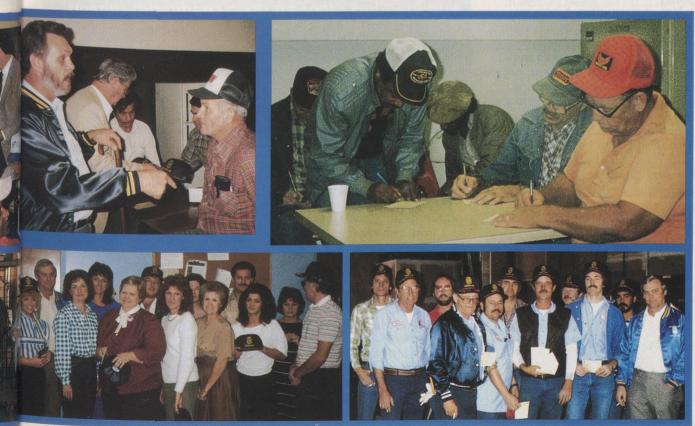
But this local does things in a big way, and Brother Haddock assures Teamster officers they haven't seen anything yet! Several DRIVE representatives are still working at Local 745 day-to-day, contacting companies on a one-to-one basis to reach every potential DRIVE member possible.

Brother Haddock estimates that it will be a \$250,000 year at

least for Local 745 and says results continue to be "very, very good. When we meet with a group of people, they are signing up almost 100% for the dollar-a-week program," he said in late January. "We have a real success story to report."

Haddock notes that although his local's response was always good under the old checkoff program, it should be spectacular, now that NMFA and carhaul members are on the new weekly checkoff system. "It makes it easier for the people to give," he noted. "We have a lot of companies where we had negotiated DRIVE checkoffs in the contract; in fact, most do," Haddock added. "We'd like to see all those become weekly programs as well."

This is one Teamster local that is aiming for the top. "Our people are just doing great," this enthusiastic Local 745 officer said. "But our goal is to be the top local across the U.S. in the contributions column, bar none. We are there now and we plan to stay there!"



# DRIVE'S ALIVE

Now, that's a challenge, Brothers and Sisters! Can Local 745 hold on to top DRIVE contributor honors, or is there a local out there that thinks they can do better? DRIVE Director Wallace Clements would love to keep tabs on this kind of a competition for you.

Clements and his staff, in fact, have been spending a lot of time meeting with Teamster groups across the country in recent weeks to keep DRIVE steaming along in 1986 as well as it did in 1985.

It's hard to believe that there may be Teamsters who don't know about our DRIVE resurgence in the past several years, but there apparently still are one or two.

After the recent Teamsters' workshop in D.C. in mid-January, one Teamster local union officer said he hadn't realized how vital the role of DRIVE was, pledging to go home and spearhead an immediate effort to get a strong DRIVE program going

If there are other locals out there who've been letting their political efforts languish, let DRIVE know. Their personnel would be glad to help you get an effective DRIVE program going, visit and explain what's involved to your members, and provide you with information on how DRIVE can help protect your interests, both in Washington and at home.



# DRIVE's at Work for You

eamster leaders perhaps sum up best where DRIVE has been and where it's going. At one forum last month, General President Presser capsulized DRIVE's goals with a couple of simple sentences.

"Two and one-half years ago, we were not even listed as a factor among political PACs in America," he said. "We were down around 136 or 139 among the labor PACs in this country. In less than two and one-half years, we're Number One, with more money than the Auto Workers, more than the Machinists, more than any union in organized labor. The International Brotherhood of Teamsters is Number One—and still growing!

"The money's there; it's coming in. Now, we've got to elect the officials that are going to support this International.

"....Washington is where the federal laws are written," he added. "And those who've got the bucks, those who've got the strength, those who've got the knowledge, and those who've got the people who go over to the Hill every day to speak for the members' interests, as we do—they're going to be effective....We rely on you to tell us, 'that's a good candidate; support him.' You know the people at home better than we do. But if we don't start to elect public officials who'll speak for labor," he warned, "then we're all going to be in trouble and we're going to cease growing."

Wallace Clements and the DRIVE team have the vision and the determination to make the Teamsters the most persuasive political force this nation has ever seen.

Your dollar-a-week DRIVE checkoff or voluntary donation will help.

If your local's working for DRIVE already, get involved! If they aren't, ask them 'why not,' and send a voluntary contribution along to National DRIVE at the IBT.

Your job's at stake and political activism can help save it!



The
Political Action
Committee of
The Teamsters

# It's National Truck & Bus Safety Week! January 26 - February 1, 1986

eamsters around the nation joined last month in observing "National Truck and Bus Safety Week," a week of recognition for the nation's driving professionals that was not only mandated by Congressional resolution but signed into law by the President.

Goal of the resolution, initiated by Senators Danforth, Packwood, Chafee, Hollings and Kasten, at the request of the American Trucking Associations, Inc., was to increase public awareness of the essential transportation services these commercial motor vehicles provide and solicit support for efforts to increase safety awareness and concern.

The resolution noted that the safe maintenance and operation of trucks and buses is vital to the health and safety of motorists, pedestrians and other users of the nation's highways; is vital to companies and individuals directly involved in the provision of such transportation services; and that, where hazardous materials handling is concerned, it's essential not only to the safety of the immediate highway environment, but often to the surrounding environment as well.

"Whereas state governments are increasing their efforts to improve safety compliance both on their own and with funding assistance provided by the federal government; and whereas there is a continuing need for

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To designate the week of Juneary 96, 1986, to February 1, 1986, as "Truck and
Bru Salety Week".

IN THE SENATE OF THE UNITED STATES

Mr. Diarrorate for kineal, Mr. PLACTOOD, Mr. CHATES

Mr. Laverni introduced the following joint recordsion; which was read twice and referred to the Committee on the Judiciary

JOINT RESOLUTION

To designate the week of January 26, 1986, to February 1, 1986, as "Truck and Bus Safety Week".

Whereas trucks and buses provide essential transportation services to all Americans;

Whereas five million trucks travel more than one hundred and thirty-eight billion miles each year, bringing raw materials, fimished goods, food, and other essential products to market;

Whereas the trucking industry alone employs more than seven million four hundred thousand Americans and generates annual revenues in excess of \$200,000,000,000;

Whereas the bus industry employs approximately fifty thousand people and provides service to over ten thousand cities and communities;

Congressional inducement to improve highway safety; and whereas improvements in the safe operation of trucks and buses result from activities undertaken by management and labor, including activities to ensure driver professionalism," the resolution read, it was resolved to set aside the week of January 26-February 1, 1986 as "Truck and Bus Safety Week," with appropriate recognition of the event at all levels of government.

A number of activities had been planned to celebrate the week, including a "Lights On for Safety" event and several demonstration inspections sponsored by ATA. Greyhound Bus Lines lent its specially equipped safety bus to the Transportation Department for use in giving driving simulation tests to the public to increase their awareness of the intrica-

cies involved in the driving process, and the Private Truck Council of America, in conjunction with ATA, developed a safety awareness poster that appeared at truck stops around the nation that week.

Goal of all these efforts was to increase safety awareness at a time when media reports of deteriorating equipment and lackadaisical driving habits has shaken the faith of the motoring public.

In early December, U.S. Senators Danforth and Packwood joined in introducing a farreaching truck safety bill that would, if enacted, require a number of new safety programs to reduce such threats, among them establishment of a national commercial truck driver's license.

The Teamsters were happy to join in celebrating the skills and contributions of the nation's professional drivers and their counterparts in the trucking and bus industries.

We support also strong and vigilant efforts to make the nation's highways, roads and streets safer for all. We are dedicated to ensuring that our own drivers meet exacting requirements to ensure their professionalism and attention to safety behind the wheel.

"Truck and Bus Safety
Week"—A great time to salute
our own and call for a renewed
commitment to strong safety
standards nationwide!

STER

# Dedication and Determination Achieve More Comfortable Trucks

ruck cabs will soon be designed to accommodate the professional truck driver, according to recently adopted Society of Automotive Engineers (SAE) guidelines.

Cabs with ample room for the driver to safely operate the vehicle has long been the goal of the IBT Safety and Health Department, which found again that persistence in safety and health matters does pay off.

The struggle over ample interior cab space and the health and safety of drivers began in the 1970s, when drivers began complaining about "cramped space" in truck cabs.

The problem worsened in 1977, when a Teamster driver was discharged for refusing to drive a truck which had a tractor that the driver could not physically get into. The particular tractor steering wheel in dispute encroached two inches into the driver's stomach, making it impossible for the driver to get his legs up to depress the clutch pedal to change gears. The case went to arbitration and the IBT Safety and Health Department was brought into the dispute.

In an effort to draw attention to the cab space problem, IBT Director of Safety and Health R.V. Durham presented the IBT's concerns to the truck industry and research community that year in an address at Harvard University entitled, "The Human Behind the Wheel."

Durham pointed out that there was an economic incentive for the carrier to specify vehicles with increased cargo carrying space. Consequently, manufacturer after manufacturer was limiting the tractor space to accommodate longer vehicles that would still meet the overall length limits im-

posed by the states at the time.

Durham likened putting professional drivers into these smaller cabs to "putting ten pounds of sugar into a five-pound baq."

Around the same time as the IBT address at Harvard University on "In-Cab Dimensions," the cab space situation deteriorated further. One manufacturer, Strick Corporation, introduced a "cab-under" configuration, whereby the tractor was actually eliminated and the cab was made part of the trailer. Touted as the ultimate configuration for carriers needing added cargo space, the cab-under was a nightmare for driv-





ers. Worse than the cramped tractor space of other configurations, there wasn't even a tractor with the cab-under!

At this point, the IBT drew the line, taking the position that in the interest of driver health and safety, no driver would operate a cab-under vehicle.

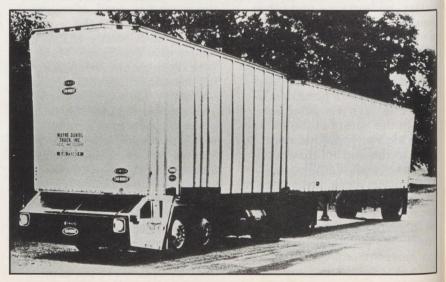
Introduction of the cab-under, more than anything, proved to be the last straw for the IBT.

After the cab-under was built, the IBT reached the decision that we'd have to attack the problem of cab space on two fronts: legislatively and contractually.

On the legislative front, the IBT staged a truck demonstration on Capitol Hill to allow U.S. Congressmen and Senators to see these vehicles for themselves.

Although it took five years for Congress to pass legislation addressing the problem, the truck demonstration worked.

Finally, in 1982, the Surface



Transportation Assistance Act (STAA) was passed. This law prescribed overall vehicle length limits based on the length of the *trailer* only. In other words, the tractor could not be figured into the length limit. This redefinition of length limits eliminated the incentive to shorten the tractor cab—a victory for the IBT.

During the 1979 National Master Freight negotiations, the IBT successfully negotiated a provision establishing a joint labor/management committee charged with developing recommended interior cab dimensions.

Finally, we were on our way.

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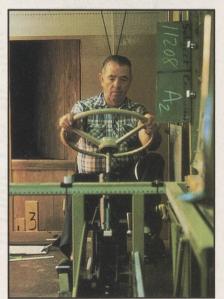
With the assistance of the Society of Automotive Engineers (SAE), the joint committee began to look at this issue. First, there was much disagreement between labor, management and the research community over the actual body size of a professional driver.

Before the committee could decide on adequate cab dimensions, they first had to resolve the issue of whether professional drivers were bigger on the whole than the average population. From the start, the IBT took the position that the population of professional drivers was physically larger than the average population, but had no data to support this view.

So, a larger research study was undertaken by SAE to determine the actual size of the truck driving population. The study was done by taking anthropometric measurements of actual professional drivers in a cab-buck setting. After five years of research, it was determined that, on the whole, professional drivers are significantly larger than the passenger car driving population. The IBT had been correct all along.

Based on the anthropometric study of drivers, the SAE then developed recommendations on how truck cabs should be designed to accommodate the truck driver population. The





SAE recommendations will most likely be adopted by reference into the NMFA by the NMFA Safety and Health Committee, which was charged with the task of resolving the cab space issue. The SAE recommendations, when adopted, will apply to equipment purchased new by the carriers.

As a result of many years of hard work and persistence by the IBT Safety and Health Department, the in-cab dimensions problem has been resolved.

With the SAE guidelines in place, all truck cabs will soon accommodate the professional drivers who must operate these vehicles. Finally, drivers will have a "ten-pound bag to hold the ten pounds of sugar."

# Teamsters: Leading the Way on 'Right-to-Know'

at the state level to gain further safety and health protections for the members, particularly in the area of hazardous materials transportation.

Most recently in Arkansas, Teamsters Local 878, under the leadership of President Billy Patrick, took the Teamsters' case before the Governor's Advisory Committee on Hazardous Materials.

At the committee's meeting in December, Teamsters Business Agent Ron Heath urged committee members to include transportation workers under any new state law which would give employees "the right to know" about the hazards of the materials they haul and handle.

Heath stressed that current Department of Transportation regulations and OSHA regulations do not give transportation workers the right to information and training on the health hazards of the materials to which they may be exposed if there is a spill or a leak.

The Arkansas committee is reviewing the "right-to-know" issue and will be making recommendations to the Governor on "right-to-know" legislation proposed for the 1987 legislative session.

# The 'Fair Trade Wage AcN

he "Fair Trade Wage Act" is an idea whose time has come, and the time has come for Teamster members to do whatever they can to gain support for the measure.

This innovative legislative proposal, introduced last September by Congressman Tommy Robinson (D-ARK) and strongly endorsed by the International Brotherhood of Teamsters, offers unique solutions to America's trade crisis.

Unlike the glut of other trade bills pending in Congress which focus on surcharges, trade law reform, import restrictions and similar "protectionist" moves, the "Fair Trade Wage Act" aims at halting the flow of jobs out of this country.

It zeroes in on American companies which attempt to take advantage of tax laws and abuse the basic principle of "a fair day's wage for a fair day's labor" by hiring cheaper foreign workers to do the jobs American workers once claimed as their own.

Where other proposals seek to limit trade with foreign nations, the Robinson proposal instead seeks to protect U.S. jobs. Specifically, the measure would require any U.S. company operating overseas to pay its foreign employees at least the U.S. minimum wage. Companies which pay less than U.S. minimum wage would not be able to export those products for sale in the U.S. marketplace.

The legislation further provides that if a company pays their foreign workers more than the U.S. minimum wage but less than the U.S. average manufacturing wage, that company would be required to pay the difference into a public fund as an "earnings parity fee." These

Congress of the United States House of Representatives Washington, DC 20515 What is America's number 1 export? Surprisingly, the answer is Dear Colleague: In 1984, 43 plants across my state of Arkansas announced they would close. The situation in your state is, I am certain, comparable. According to the Administration, the U.S. lost 220,000 factory jobs in the first 6 months of this year alone. To put factory jobs in the first 6 months of this year alone. To put this in put jobs in the first 6 months of this year announcement of the properties of the proper Exporting millions of jobs drives up the trade deficit as well as the domestic deficit. We have become a debtor nation. All the while, these cheap foreign wages end up as higher corporate profits, not lower consumer prices. The taxpayer actually subsidizes the closing of plants and the loss of America's industrial base. The American worker loses out three times — on the job, in the store, and at tax time. That's why I recently introduced H.R. 3487, the "Fair Trade wage Act of 1985" This Act wipes out any incentive for an American company to abandon American workers and move overseas? The Act will impose a sharply defined surcharge on the runway company's 'swill be used to fund trade adjustment assistance, worker re-training will be used to fund trade adjustment assistance, worker re-training and badly needed low-cost competitive export financing for America's small and medium-sized businesses.

Join me in this effort. We must open the trade-debate doors and agen our possibilities. Jobs in my district, and yours, are at we.

TOWNY F. ROBINSON Member of Congress sincerely,

monies would be funneled into a "Trade Adjustment Assistance Fund" and would be used to help retrain and assist U.S. workers whose jobs have been exported abroad.

The plan also seeks amendment of the Internal Revenue Code to eliminate foreign tax credits for taxes paid overseas on profits from factories or other facilities located abroad and used to produce goods that were once manufactured by a now closed or curtailed U.S. plant.

There is ample evidence that the "Fair Trade Wage Act" is gaining momentum on Capitol Hill. The December International Teamster reported that seven Democratic Congressmen had signed on as co-sponsors of the bill: Representatives Charles Rangel (NY), Parren Mitchell (MD), Austin Murphy

(PA), Charles Hayes (IL), Gus Savage (IL), John Conyers (MI) and Matthew Martinez (CA).

Each of these Congressmen signed on as a co-sponsor of the "Fair Trade Wage Act" in response to a "Dear Colleague" letter sent out by Representative Robinson to his fellow members of Congress, explaining the proposal and seeking support for the measure. The text of Congressman Robinson's letter is reprinted in this issue of the magazine.

At this writing, three additional Democratic Congressional leaders have joined their ranks: George Crockett of Michigan, Bob Wise of West Virginia, and Douglas Applegate of Ohio.

It is important to realize that not only do these ten Congressmen include the Chairmen and influential members of key com-

# Needs Your Support to Succeed!

mittees having jurisdiction over the bill, but also that the proposal has now been endorsed by a representative from each of the major industrial states.

While there is no doubt that Congress is concerned about the trade issue, it is increasingly clear that no early solution is likely.

Congressional support is growing for the "Fair Trade Wage Act," and evidence of that fact is certainly encouraging. However, even overwhelming support in Congress for a particular piece of legislation offers no guarantees.

It is important to remember, for example, that even the highly touted textile bill—proposed legislation that would have set much-needed limits on textile imports—won support in both Houses of Congress, and yet was ultimately vetoed by the Administration.

It is obvious, therefore, that any trade legislation, however innovative or necessary, will have to overcome major obstacles to passage.

This is where the Teamster membership can help. All IBT members are being urged to contact their U.S. Representative, seeking his or her support for the "Fair Trade Wage Act of 1985," H.R. 3487.

If you are a member who has personally been affected by the trade crisis, your letters are especially important.

If your employer is one that closed down a plant or factory here at home to take advantage of cheaper labor abroad, your story will make an impact with your Congressman!

If you are a member whose job was lost because of foreign competition, your personal experience will bring home the point!

Without a doubt, your letters are the ones that will help build a viable case for passage of the "Fair Trade Wage Act." Politicians do listen to what their constituents have to say, and what you have to say—as an American taxpayer and an American consumer—is critically important.

The IBT, therefore, encourages as many Teamsters as possible to send letters now to their members of Congress, urging support for H.R. 3487.

Be sure to say who you are, where you're from, and that you're a Teamster member. If you can, draw upon personal experiences to show how cheaper foreign labor has hurt your job and your family.

State your strong support for the "Fair Trade Wage Act," and ask your Representative to lend his or her support to the bill.

Copies of any letters you send to your member of Congress should also be sent to General President Jackie Presser, "Buy American" Trade Bill, 25 Louisiana Avenue, N.W., Washington, D.C. 2000l.

# 'Buy American' Message Is Spread by a Retiree



Indiana Teamsters Local 215 retiree Louis W. Schultz is one Teamster who's using his retirement time profitably; he's helping spread the union's "Buy American" message. Brother Schultz tried using bumper stickers, but decided he wanted to deliver an even more emphatic message, so he emblazoned the back of his pickup with our "Buy American" slogan. Nobody needs to tell Midwesterners like Brother Schultz what a mounting trade deficit has meant for the nation's industrial heartland. Too many workers have paid for the rush of American industries overseas and a declining industrial base with their jobs. They know the only way out now is through strong legislative programs, such as the Fair Trade Wage Act the Teamsters are supporting.

pation, you sometime have the need to purchase certain office supplies.

Few offices or households can run efficiently without the help of rubber bands, paper clips, pencils, staplers, calculators and typewriters.

Teamsters in the market for office supplies will be pleased to know that finding Americanmade products is not difficult. In fact, it is much more difficult to find office products which are NOT American-made.

Unlike many U.S. producers of big ticket items, most U.S. office supply manufacturers keep production in the U.S.

Though the shift to a service economy has hurt many U.S. industries, demand for office supplies is steep, and the products themselves are inexpensive to produce. Using foreign labor, making one-third the average U.S. rate, and charging 1,000 percent markup, still would not cover shipping charges and taxes of most office products, should companies make them offshore.

Consequently, most of the \$32 billion wholesale dollars Americans spent on office supplies in 1985 stayed in this country.

# Calculators

The two companies which dominate the calculator industry are U.S. domestic firms. Although both companies have production sites all over the world, U.S. facilities produce the most popular models in the U.S.

Shopping
for Office
Supplies?
It's Easy to
'Buy
American'

Hewlett-Packard produces its HP series 10, consisting of models #11C, 12C, 15C and 16C, in Corvallis, Oregon.
Teamsters should know that, of this series, the HP-12C is best suited for average business operations; the others are more technically oriented.

In the same Corvallis plant, Hewlett-Packard produces the HP-71 and HP-75, which are described by the company as "hand-held computers." Although these calculators find their greatest market in the U.S., they are distributed worldwide.

Texas Instruments' representatives claimed they make some calculators in the U.S., but could not name the specific models. So, as with anything else, ALWAYS read the country of origin label before making a purchase.

Despite the U.S. domination of domestic calculator sales, unfortunately, it cannot be said that the industry is free of for-

eign competition. Casio and Sharp, both Japanese companies, have tapped into the U.S. market with their low-priced calculators. Fortunately, however, Americans usually keep their eye on quality and purchase U.S.-made calculators. Predictions made in the early 70s, shortly after Hewlett-Packard pioneered the calculator, that Japan would dominate all aspects of the industry, including U.S. sales, have proved false.

# **Typewriters**

The most popular typewriters are American-made. Smith-Corona, the leader in U.S. typewriter sales, manufactures its products domestically. All but one IBM typewriter, and most Xerox typewriters, are manufactured in the U.S. The IBM Action Writer is partially produced overseas. Consumers may be tempted to purchase the less expensive Brother and Canon machines, but remember, purchasing these products means fewer U.S. jobs.

### **Other Items**

A box with this article outlines which small supplies are almost always produced in the U.S. and which ones are not. There are so many U.S.-made brand names of office supplies that it would be impossible to name them all. Unlike many other industries, it is easier to name the companies which do not manufacture their products domestically, because that list is much shorter.

# OFFICE SUPPLIES PREDOMINANTLY MANUFACTURED IN THE U.S.

(This list is only a guideline; ALWAYS read labels.)

**Erasers** 

Rulers

Paper Clips

Scissors

**Paper Products** 

Staple Removers

Pencils

Staplers

Rubber Bands

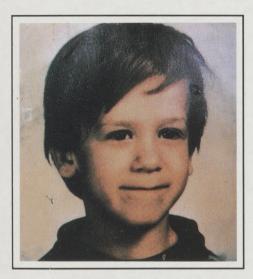
Staples

Pencil Sharpeners—Most Manual Models

Typewriters—All Smith-Corona,
Most IBM and Xerox

# BEWARE OF:

- Small Desk Accessories Lacking Obvious Display of Brand Name
- Electric Pencil Sharpeners
- Pens, especially Pentel, Pilot Razor Point, Nikko
- Electric Office Supplies, i.e., Sharp, Casio, Brother, Canon



LOUIS MACKERLEY

DATE MISSING: 6/7/84 FROM: Allentown, PA DOB: 2/15/77 WHITE MALE

ed

EYES: Blue HEIGHT: 4' WEIGHT: 44 HAIR: Blonde



**RACHEL HANNA ZISELMAN** 

DATE MISSING: 9/5/77 FROM: Pacific Palisades, CA HEIGHT: 4'8" DOB: 9/30/65

WHITE FEMALE

EYES: Blue WEIGHT: 65-70 HAIR: Dark blonde

If you can identify these children or any other missing children, or if you want to help end this national tragedy of missing children or need additional information, please call:

1-800-222-1464

In Michigan, call:

(517) 764-6070

Provided as a public service by the INTERNATIONAL BROTHERHOOD OF TEAMSTERS and NATIONAL CHILD SAFETY COUNCIL

# DRIVE:

# THE KEY TO JUSTICE AND LIBERTY FOR ALL TEAMSTERS

'Government (in a democracy) cannot be stronger or more tough-minded than its people. It cannot be more inflexibly committed to the task than they. It cannot be wiser than the people.

. . . . As citizens of this democracy, you are the rulers and the ruled, the lawgivers and the law-abiding, the beginning and the end.'

DRIVE is one of the nation's most effective political action committees. Nineteen eighty-six, however, is an election year, and DRIVE's going to need every dollar we can muster to carry our message home in key races at the city, county, state and federal levels.

You can help! Your DRIVE checkoff dollars are making a real difference. They are vitally important if we are to stay on top. Keep those DRIVE checkoffs pouring in and next fall, there will be no doubt anywhere about who the Teamsters are! We're counting on you!



# **DRIVE**Democrat Republican Independent Voter Education

| 0                 | Classification            | Local Union #   | Date        |
|-------------------|---------------------------|---|-------------|
| I subscribe,      | freely and voluntarily,   | the sum indicated below each week to DRIVE with the understanding         | that this   |
| voluntary contrib | ution may be used by D    | RIVE for political purposes, including contributions to support candidate | s for local |
| state and federa  | I offices. I understand r | ny right to refuse to contribute without reprisal and that the amounts be | low serve   |
| merely as sugge   | stions. I am free to subs | scribe more, less, or nothing, without benefit or disadvantage.           |             |

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.

I reserve the right in accordance with the applicable state or federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.

| \$1.00   | \$2.00                   | \$        | 3.00   | Other |
|--|--------------------------|-----------|--|-------|
| A copy of the DRIVE report is filed with<br>Federal Election Commission, Washingto | the Federal Election Com |           |  |       |
| Name of Company — Please Print   |                          | Signature |  |       |
| Name — Please Print  |                          | Address   |  |       |
| Social Security Number   |                          | ity       | State  | Zip   |
| Dist. No.  |                          | 14        | Original copy to Employer White copy to National Drive |       |

What About It?



Teamsters, Building America's Future, Salute Challenger's Crew

LET THEM NEVER BE FORGOTTEN!

"... With silent, lifting mind I've trod
The high, untrespassed sanctity of space,
Put out my hand and touched the face of God."

Pilot John Gillespie Magee, Jr.

Teamster members have worked as enthusiastic and dedicated partners in the Space Shuttle program since its inception. These workers are joined by the rest of the IBT family in saluting the valiant, fallen crew of Challenger. We mourn, with the astronauts' families and all others involved in the space program, the tremendous loss of these seven adventurous Americans on January 28, 1986.

Together, we must now muster the courage and spirit they embodied. We can and must go forward—continuing to dream new dreams, expand our horizons and conquer new frontiers—if we are to live up to the legacy they've left us!

#### THE PRESIDENT'S MESSAGE

he passage of the seasons serves as a reminder to us all both of the impermanence of things and the need to make the best use of the time we have.

The nation received a startling reminder of this in late January, just after the last issue of this publication went to press, when the Space Shuttle Challenger exploded just after liftoff at Cape Canaveral. That accident, which took from the nation six astronauts and one enthusiastic astronaut/civilian, brought America together in shared shock and grief unlike many other events I can think of within the past 25 years.

We were a nation made whole in our admiration for the crew and our concern for the future of the space program.

We in the Teamsters mourned especially the loss of Pilot Michael J. Smith, Shuttle Commander Francis R. Scobee, Mission Specialists Ellison S. Onizuka, Gregory B. Jarvis, Judith A. Resnik and Ronald E. McNair, and Teacher Christa McAuliffe.

Teamsters have, after all, transported the earth-bound shuttle and its replacement booster rockets from place to place since the program began. Having cradled that equipment as carefully as a baby during these treks from site to site, Teamsters were saddened that a misstep at launch could destroy their cargo and, with it, its more precious payload of scientists and technicians.

Members helping to manufacture key equipment for the craft at sites around the country also shared the loss; it was as if a part of them had been destroyed.

As part of the Shuttle family, all Teamsters mourned the accident and sought answers to the mystery of the explosion, not just as part of what we owed the fallen crew, but to protect any future mission personnel.

While we'll mourn and remember Challenger's crew, Teamsters believe also that the space program must continue.

While serious inquiry into the causes of this disaster is essential and steps must be taken to prevent similar future catastrophes, America's future is in space, and that is where we must establish our toehold today.

A special task force and Congress are both investigating this tragedy along with NASA and hopefully will come up with the answers we need, but for today, we say, "Remember, but forge ahead." We have no other choice if North America is to remain the bastion of freedom it is today.

On another, happier note, I am buoyed by a project we have just begun here at International headquarters, with the approval of your General Executive Board.

The Teamsters' Human Services Department has received a mandate to undertake a five-year education and labor history program for the union.

The first phase of this plan will get underway this summer. Cornell University will conduct an intensive program of labor education, focusing on Teamster history. A part of that course will focus on the development of lesson plans and audiovisual tools to introduce labor history as a part of the curricula in our nation's schools.

In future phases, this department will be focusing on developing a definitive state-by-state history of the union and other programs to make the contributions of the Teamsters and oth-



**Jackie Presser** 

ers in labor known to the nation.

It's an innovative program. Your leaders believe that it's vital for a future generation to know about labor, before they can desire to become our members. We are taking the lead.

Statesman Dag Hammarskjold once said, "Never look down to test the ground before taking your next step: only he who keeps his eye fixed on the far horizon will find his right road." We in the Teamsters have fixed our sights on that far star; we believe our members will benefit from that.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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#### General Executive Board

JACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS
General Secretary-Treasurer
25 Louisiana Ave., N.W.
Washington, D.C. 20001
JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN
Fourth Vice President
1250 E. Hallandale Beach Blvd.
Hallandale, Florida 33009 EDWARD LAWSON
Fifth Vice President
899 West Eighth Avenue
Vancouver, B.C., Can. VSZ 1E3
ARNIE WEINMEISTER Sixth Vice President 553 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK
Seventh Vice President
300 S. Ashland Ave., Rm. 206
Chicago, Illinois 60607 Chicago, Illinois bolov/ JOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 Philadelphia, Pa. 19124
DONALD PETERS
Tenth Vice President
300 S. Ashland Avenue
Chicago, Illinois 60607
WALTER SHEA
Eleventh Vice President
25 Louisiand Ave., N. W.
Washington, D.C. 20001 HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 JACK D. COX
Thirteenth Vice President
450 Carson Plaza Drive
Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212 MICHAEL J. RILEY
Fitteenth Vice President
1616 West Ninth St., Suite 300
Los Angeles, Calif. 90015 Sixteenth Vice President 625 Stanwix St., Suite 1903 Pittsburgh, Pa. 15222

#### **Trustees**

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 BEN LEAL Kernersville, N.C. 27285









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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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# Teamsters' Board Considers Education, Convention

he Teamsters' General Executive Board held its first quarterly meeting of the year January 21-24 in Palm Springs, California, with a full agenda that focused heavily on plans and arrangements for the upcoming May, 1986 International Convention.

The first order of business. however, was the swearing-in of the Board's three newest members: 16th International Vice President T.R. Cozza and International Trustees Ben Leal and R.V. Durham. All three Teamster leaders were welcomed to the Board by General President Presser, who applauded their outstanding contributions to the IBT over the years. These appointments to the Board leave the Board at its full complement of 21 members, including the positions of General President, General Secretary-Treasurer, 16 Vice Presidents and three Trustees.

In his report, the General President highlighted a Teamster delegation's two-week, four-nation goodwill tour of Asia last October.

The trip was capped by the official opening of the IBT's new Asian-Pacific Branch Office in Taipei. This new international office will undertake a series of educational activities, including a specialized language bank program, the establishment of labor relations programs, the publication of pamphlets and brochures about the



IBT, and the establishment of a visitors' exchange program with all free Asian unions.

He also focused on progress in the IBT's "Buy American" campaign, updating Board members specifically on legislative developments which had occurred since their last Board session

The IBT-sponsored "Fair Trade Wage Act," introduced in Congress last September by Representative Tommy Robinson (D-ARK), now has 10 cosponsors, including the chairmen and influential members of key committees having jurisdiction over the bill.

Presser further reported on IBT "Buy American" efforts during the recent holiday season, noting that he recorded a special Christmas message for radio broadcast encouraging consumers to buy American-made products during the holidays. A press release echoing this message was also sent to the media, accompanied by a list of the most popular toys manufactured in the U.S.

During the Board session, these Teamster leaders also focused on other legislative developments which affect Teamster members; reviewed the successful first session of the Teamster Leadership Academy; and learned of Teamster appointments to, and recommendations for, various advisory boards and government committees.

A special report on the Gramm-Rudman balanced budget legislation was given by Undersecretary of Labor Dennis Whitfield, who also detailed for the Board how the reallocation of funds would affect various departments. He also touched on pending plans for consolidations of various departments and described the department's aggressive ongoing program of field training seminars.

Updates on freight and the National Automobile Transporters Agreement were also presented to the Board members.

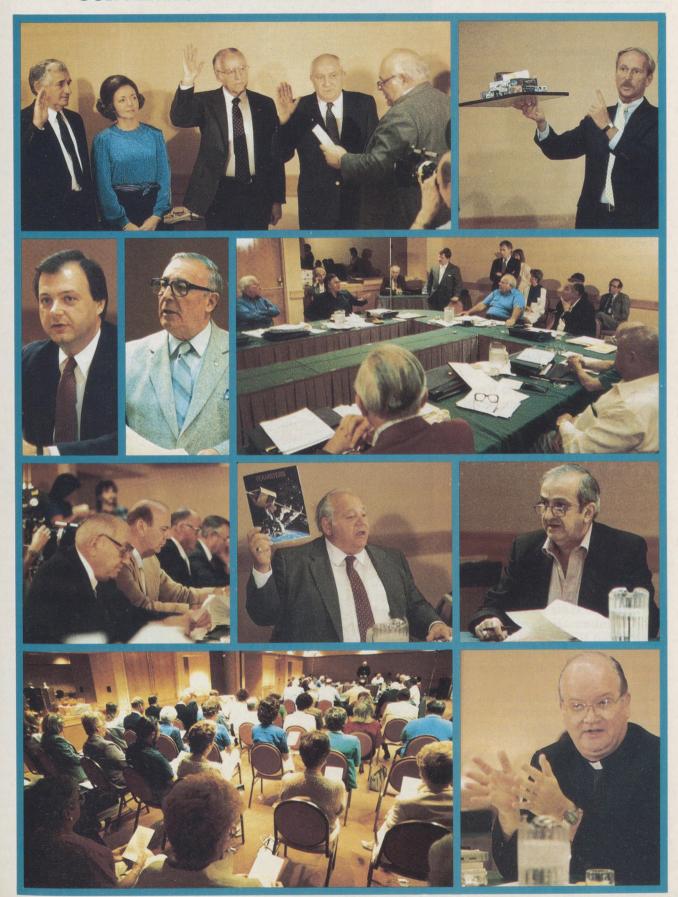
General Secretary-Treasurer Weldon Mathis then gave his report on the state of the union's financial affairs.

As attention turned to convention matters, Board members were given detailed updates on current arrangements for housing, programs, exhibits and other aspects of the planning.

Director of Communications
Duke Zeller reported on the extensive preparations under way
by IBT departments and staffers
in their effort to make this convention the most unique and
progressive convention ever
held by the International.

Various audiovisual presentations will be premiered during the week of the convention, Zeller explained, augmented by outstanding exhibits designed to highlight the history, progress, services and the future of the IBT.

#### CONVENTION DETAILS OCCUPY G.E.B.'S ATTENTION



#### BOARD MEETING

In conjunction with plans for the convention, the Board was updated fully on the establishment of a Teamsters Travel Management Bureau at IBT headquarters. Through this program, the IBT will be able to assist its officers and members with all travel needs. It is already geared up to assist delegates and their families with convention travel arrangements

GELCO Travel Management Services representatives were on hand to report on discounted air fares they were able to secure for convention-goers, and to highlight for the Board the various other services and programs they can provide to IBT members and their families.

During the session, Board members also approved a five-year history program, one novel component of which will be a teacher training program. This innovative program will be administered by Father David Boileau, director of the union's Human Services Department.

As part of this program, Father Boileau will bring 100 certified social studies teachers to Cornell University during the summer months of 1986 to teach them the history of the Teamsters. These educators, in turn, will return to their classrooms, ready to inform the nation's youth about the history and the achievements of the International Brotherhood of Teamsters.

During the final day's session, a touching memorial service was held in remembrance of International Trustee Frank J. Matula, Jr., who passed away in November after a long bout with cancer.

Other reports were also presented to Board members by IBT General Counsel John Climaco, Director of Retiree Affairs Norman Greene, and Legislative and Political Director David Sweeney.

## Labor History Class Will Inform; Develop New Teaching Tools

re you interested in labor history? Would you like to know more about the Teamsters Union?

As the result of a recent action of the Teamsters' General Executive Board, Teamsters Human Services Director Father David Boileau has just announced that the Teamsters will be sponsoring a unique educational training course at Cornell University this summer.

He is looking for 100 qualified applicants, all of whom are teaching Social Studies-related courses at the middle- or secondary-school levels and who would like to learn more about labor history.

The information acquired in class will then be incorporated into lesson plans, audiovisual aids and other teaching tools. The goal of the program is to make labor studies a part of our Social Studies school curricula in the United States and Canada.

Qualified applicants must have their bachelor's degrees, be teaching in these fields, and complete an essay stating why they would be interested in taking the course and how they plan to incorporate what they learn into their classroom curriculum.

The International Union is making available the funds to provide up to 100 full educational scholarships—covering tuition, room and board, travel costs and other expenses—to enable concerned and interested teachers from across the U.S. and Canada to participate.

Twenty teacher candidates from within each Teamster area conference region are being sought to participate in this innovative labor education projEach successful participant will earn three semester hours of graduate credit.

The course itself, which is being administered by Cornell University's New York State School of Industrial and Labor Relations Extension Division, will seek to provide this Teamster group with a working knowledge of the role of the Teamsters and other labor unions in an economic democracy.

The class will review U.S. labor history and Teamster history and discuss in depth comtemporary issues which are facing workers and unions in the 1980s.

These teachers will not only gain knowledge about an important economic institution whose contributions to U.S. and Canadian society are often minimized or overlooked, but obtain the means to bring this knowledge into the classroom.

They will also be asked to use their new knowledge and diverse perspectives to develop a unique and exciting series of lesson plans, audiovisual aids and bibliographic materials for teaching Teamster labor history in our schools. As they develop lively teaching aids and easily adapted teaching models, they will also be creating a program that we hope to be able to make available to school districts nationwide.

If you're interested in a unique adventure in learning this summer, please fill out your application today and forward it to Cornell, at the address shown on the application. The Teamsters will be reviewing all applicants, in conjunction with the school, and time is critical, so please, if you're interested, apply today!

#### TEAMSTER SCHOLARSHIP FOR TEACHERS



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New York State School of Industrial and Labor Relations
Cornell University
Division of Extension and Public Service
Ithaca, NY 14851-0952
July 12-25, 1986



#### APPLICATION FORM

For a Graduate Level 3 Credit Hour Course conducted by NYSSILR-Extension Div., Cornell University on

#### "TEACHING LABOR RELATIONS IN THE SCHOOLS"

| Name           |                              | Soc              | Social Security #   |                 |  |
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| Union Affilia  | tion; if any                 |                  |                     |                 |  |
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| Last Degree    | Obtained                     |                  |                     |                 |  |
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| Dloggo attack  | n α 100-word or less essαy w | high would answe | r the following two | questions:      |  |

- 1) Why are you interested in taking this course?
- 2) How would you implement the materials of this course into your school curriculum?

SCHOLARSHIPS WILL INCLUDE INDIVIDUAL EXPENSES OF TRAVEL, BOARD, ROOM, TUITION, FEES AND BOOKS, SPONSORED BY THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Applications must be received no later than May 1, 1986 by Ann Herson, NYSSILR Extension Division, Cornell University, Ithaca, NY 14851-0952. Selection will be made by Faculty Committee of NYSSILR by May 4, 1986. Scholarship recipients will be notified by May 16, 1986. For further information, call Ann Herson at (607) 256-3287 or the International Brotherhood of Teamsters office at (202) 624-8708.



#### **IBT'S EDUCATION PROGRAM**

#### New Thrust, New Scope Make It a Vital Tool

orty-six Canadian Teamsters from within Ontario, Canada Teamster Joint Council 52's jurisdiction visited the IBT last month, for the second Teamsters' Washington, D.C. seminar of the year.

Most of these officers were seasoned veterans, along with a sprinkling of newcomers from 11 Ontario Province Teamster locals and the joint council. They were joined by Teamsters from Atlantic region Locals 855 and 927 for the intensive two-day training course.

Accompanying the group to D.C. were Joint Council 52 President Charles Thibault and Canadian Conference Executive Assistant to the Director Robert Robichaud.

At IBT headquarters, these Teamster officers and business representatives participated in an action-packed officers training session that honed their skills in representation, organizing and utilization of IBT tools available to assist them.

The group received extensive instruction on six areas of concern related to their constitutional and legal responsibilities

#### **Participants**

52 update sessions were nearly 50 Teamsters, hailing from Ontario and the Atlantic regions of Canada. They included:

 Robert Kelly, Lynda Mac-Donald, Mark Middleton and George Perrin from Local 91, in Ottawa, Ontario;

• Ray Elliott and Ev Winegarden, Local 141, London, Ontario:

 James Gorman, Jerry Wilkes, Isaac Raymond and Marcel Villeneuve from Local 230, Don Mills, Ontario;

 Sam Schouten, Local 352, Mississauga, Ontario;

 John Stewart, Jonn Rushton and F. Grimaldi, Local 419, Mississauga, Ontario;

Milt Aylwin, William Overy, John Malcolm, Patrick Powers, Alex McConkey and James Canavan from Local 647, Weston, Ontario;

 Vincent Knap and John Watson, both from Local 847, Toronto, Ontario;

 Leonard Dooley and Con Moran from Local 855, St. Johns, Newfoundland;

Joseph Contardi, Robert Evans, Danny McIlravey, Matt Elliot, Ray Rock, Dizz Dean,
 James Shaw and Joe McLean from Local 879, Hamilton, Ontario:

• Thomas Baldwin and Tom McConnell from Local 880, Windsor, Ontario;

 Mark Saule, Local 927, Halifax, Nova Scotia;

• James White, F. Johnston, G. Barr, Ray Bartolotti and Wayne Maslen, along with Charles Thibault, from Local 938, Mississauga, Ontario;

John Merkley from Local
 990, Thunder Bay, Ontario; and

• Albert LeFort, James O'Donnell and Eric del Junco, all from Joint Council 52's staff, Mississauga, Ontario. to the membership.

Among the fields covered was organizing, with an intensive concentration by Director Vicki Saporta on the different labor policies governing Canadian election and representation processes.

Delegates were also provided with an opportunity to better understand new corporate techniques and strategies for analyzing well run organizations.

These techniques were explored in work groups with Assistant Director of Education Sally Payne, using the Teamsters Union as an example of a dynamic and successful organization that has continued to grow in the face of adversity.

Participants analyzed the Teamsters' structure, formal and informal, culture and legends and aspirations for the future.

Participants also studied intensively the importance of adequate servicing of the members, including steward training, grievance procedures, arbitration and collective bargaining.

They were updated on TITAN's (the Teamster Information Terminal Accounting Network) latest innovations and received a comprehensive analysis of legislative and political action activities in both the U.S. and Canada from IBT personnel.

The Education Department had structured the course so that it would effectively address specific requirements Canadian Teamster leaders have.

As he has opened other educational courses in the past, Education Director Arthur Kane noted that each seminar is designed to help participating officers "sharpen your skills and knowledge; it's an opportunity to see what's here at International headquarters and to familiarize yourselves with the services available to you." Particular points of interests studied frequently come from the participants' own assessments of their needs and desired study goals, as was the case here.

A particular hit were the break-out sessions, during which class participants formulated their own solutions to the test exercises and organizational situations posed, working in groups of 5-7 to devise effective solutions.

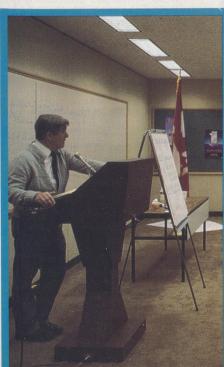
They say you can't teach an old dog new tricks, but more

than a few of these Teamster leaders admitted that as a result of the two-day course, they had picked up some new ideas on organizing, corporate development and representation skills.

During the sessions, participants also had the opportunity to meet with representatives of the TITAN, Information Center, Research/Scholarship and Communications Departments of the IBT

In addition to exchanging information, some utilized the opportunity to get their own viewpoints across. Several participants, for example, stressed that they would like to see more Canadian news in International Teamster. Others expressed an interest in utilizing the "Buy North American" materials the Teamsters have prepared as part of this continuing unionwide program.

This exchange of viewpoints and insights is one reason the headquarters refresher courses have proved such a hit over the past five or so years. They DO give everyone participating a chance to learn, grow and offer input. And that's good for all of us, including the IBT staff.







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## Education's Field Training Program for Officers, Stewards Continues

he Teamsters' Education Department, not content to administer the new Leadership Academy and Officers Training courses, is continuing with an ambitious agenda of field programs for Teamster representatives and stewards at the joint council and local union levels.

On the weekend of February 8-9, Education's staffers convened an intensive weekend-long seminar prepared by Jim Phelan, director of the Chemical, Energy and Allied Workers Division of the Canadian Conference, for stewards and local officers affiliated with Joint Council 79, in Toronto, Canada.

At this session, IBT personnel acquainted these Chemical Division Teamster field troops with the intricacies of the representation role today.

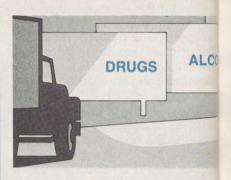
Director of Education Arthur Kane was very impressed with the nearly 100 stewards who attended the program, held during a severe winter storm.

In addition to delving into the basics of a steward's duties and responsibilities on the shop floor in investigating, preparing and presenting grievances, they also sharpened their judgment skills in representing Teamster members. The group also explored ways to build effective work teams during sessions with Assistant Director of Education Sally Payne.

Later in the program, these two educators would convene separate workshops on organizational development and the process of determining a grievance.

Again, at the request of Joint Council 79 President Phelan, IBT Industrial Hygienist Suzanne Kossan brought important tips on safety and health matters to these chemical industry employee representatives. Sally Payne taught group dynamics and discussed new management personnel policies appearing in many industries today, during a session on corporate structure changes in our rapidly changing industrial world.

Such hands-on sessions, which bring the Teamsters' front-line troops together, help us continually provide ways to better the representation members receive. Educational staffers believe that such a multi-faceted approach—addressing the need for education at every level of this union—is the only way we have today of keeping the information flowing and our officers, stewards and members well-informed.



ate Committee on Commerce, Science and Transportation in mid-February, Teamsters Safety and Health Director R. V. Durham took a strong stand that there are no rampant drug and alcohol problems among our membership in unionized trucking.

#### Deregulation Spurs Concern

He pointed out the problems that do exist on drug and alcohol abuse in trucking are part of an overall safety problem that has become worse since the industry was deregulated in 1980. This is a result of thousands of new entrants entering the trucking industry, many of which are completely disregarding the many DOT regulations, not only in the alcohol/drug area, but in other critical areas such as hours of service.

#### Union/Industry in the Lead

Durham testified that while the IBT and the unionized carriers had demonstrated leadership in the alcohol/drug area by establishing a drug testing program in the 1985 negotiations of the National Master Freight and National Automobile Transporters Agreements, the Department of Transportation had done very little to enforce the existing regulations. He called for vigorous enforcement.

#### **Regulations Do Exist**

He pointed out that, under current FHWA regulations, both

## CONGRESSIONAL PANEL SPOTLIGHTS ABUSE PROBLEMS, SEEKS WAY TO STOP STEADY RISE IN ACCIDENTS

operating a motor vehicle under the influence of alcohol and the transportation, possession or unlawful use of a controlled substance (drug) are disqualifying offenses, under Section 391.15 of the law.

Current FHWA regulations also stipulate, Durham pointed out, that a driver is not medically qualified to drive a commercial motor vehicle if a medical doctor has determined that he/she has a current clinical diagnosis of drug dependence (Section 391.41).

#### **Enforcement's Essential**

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"Clearly, these two sections of regulations currently on the books at DOT provide the mechanism to disqualify drivers under the influence of alcohol or using drugs illegally," the Teamster pointed out.

He emphasized that such rules can be useful and effective, but only IF they are enforced. Increasing that enforcement is clearly something the Teamsters believe can help combat any existing drug/alcohol problem in the industry today.

Durham pledged the Teamsters' continuing support of all efforts "to make the nation's highways a safer place for the motoring public."

He pointed out that as the result of a lack of enforcement by DOT, these new entrants can get away with abusing alcohol or drugs while driving, because of irresponsible management or because management and em-

ployee are one and the same.

In the Teamsters' view, these new entrants abusing alcohol and drugs are the same carriers and/or drivers who are falling through the cracks when the government attempts to enforce insurance minimums and other vehicle safety regulations, Durham affirmed.

#### Safety's the Issue

The Senate hearing before which he appeared is studying the question of alcohol and drug abuse as one component of an overall inquiry as to why motor carrier safety is on the decline.

The number of truck accidents in interstate commerce rose by nearly 20% in 1984, with the 37,000 accidents that occurred claiming nearly 2,800 lives and causing some 30,000 injuries. Intrastate accidents claimed an additional 2,100 lives.

#### Is a New Law Needed?

Congress, which strengthened federal and state regulations in 1982 and 1984, wants to know what accounts for this rise, even as it seeks solutions to the safety problem.

This committee is also considering legislation introduced in January by Senator John Danforth (R-MO)—the "Commercial Motor Vehicle Safety Act of 1985."

#### Stiff Penalties Considered

This legislation, which is co-

sponsored by Senator Bob Packwood (R-OR), seeks to require states to enact tough laws against alcohol and drug use by commercial drivers and would include mandatory license suspensions for persons found to be intoxicated or impaired. It seeks to replace the "present patchwork of state laws" with a nationwide license issued by the Secretary of Transportation.

The bill would also establish a federal trust fund for fines and penalties collected for safety violations; encourage increased use of random checks for unsafe rigs with incentive grants from the trust fund; and increase federal funding for state safety inspection of motor carriers.

#### **We Urge Caution**

The Teamsters, while supporting the overall goal of this legislation—increased safety—have expressed strong reservations to specific provisions of the bill, such as random roadside drug testing of drivers. IBT Legislative and Safety and Health personnel will be monitoring its progress as it makes its way through committee to ensure that the best interests of our members and all professional drivers are served by any new legislative initiatives.

Teamsters continue to believe that deregulation, not drugs or alcohol, is the primary culprit for a reduction in safety and will continue in their battle to prove that point to Congress.

#### Newspaper Drivers' Board Assembles; Targets Several Goals for '86

xecutive Council members of the Teamsters' Newspaper Drivers Division convened an intensive one-day policy session at IBT headquarters on February 11.

#### 1986 Will Be Busy

During the Washington, D.C. meeting, policy committee members discussed a number of pending business items, including formulation of an agenda for an upcoming division caucus, which is timed to coincide with the May Teamsters Union national convention in Las Vegas, Nevada. The group also considered details involved in this fledgling division's participation in an elaborate exhibit area planned for Convention Week.

Division Director Carmen Parise led the discussions among the group, which included IBT International Vice President Theodore R. Cozza and panel members Michael Killean (Local 921), Stan Lichtman (Local 769), Jon L. Rabine (Local 763), William Gullifer (Local 628), Elton L. Schade (Local 372), Al Barlow from the Eastern Conference and Tom McGrath from the IBT staff.

#### **Legal Rulings of Interest**

In discussing recent activities involving the division, Parise and the others spent much time concentrating on several recent court rulings that could impact on our membership in this industry, including a controversial case centering on a contract pledge of lifetime job security involving journeyman printers at the Roanoke Times & World News, in which the Supreme Court recently declined



to intervene (Adkins v. Times-World Corporation, No. 85-888).

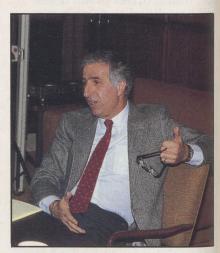
Participants also heard a status report on a recent strike in Chicago that has embroiled some Teamsters in controversy for their refusal to honor an International Typographical Union picket line.

The group was provided with a full background report on why the Teamsters were forced to honor existing contract "nostrike" clauses in this situation, as did most other unions represented at the paper in question.

Tony Judge, secretary-treasurer of Chicago, Illinois Teamsters Local 706, provided an upto-the-minute synopsis in written form to the panel for their review.

#### **Providing Direction**

A key interest on the agenda, of course, was the group's upcoming confab. Parise and his fellow policy panel members, after conferring, decided that to achieve record attendance for the 1986 session, they should dovetail this year's division conference with delegates' par-



The Newspaper Drivers Division policy panel meets in D.C. to formulate year's agenda.

ticipation at the upcoming IBT convention.

Thus, they decided to hold a one-day session on Sunday, May 18. Invitations have already been issued to all Teamster locals which already belong to the division, each of which has members working in some phase of the newspaper delivery, printing or publishing fields.

In an effort to expand the breadth of this still young Teamster division, Parise announced that an open invitation also is being extended to every IBT affiliate in the country.

#### Caucus Open to All

The division hopes to attract to the session any miscellaneous or general Teamster locals which have printing or publishing industry members that may not have been able to send representatives to previous division sessions.

#### **Publications a Big Field**

The goal is to familiarize any local with members working within any phase of the printing industry, including periodicals publication, newspapers or magazines, about the division and the many services it can offer.

#### **A Learning Session**

Parise noted that the division plans to have several informative speakers on hand, among them, hopefully, a representative of the American Newspaper Publishers Association, to provide delegates with an employer's perspective on what expectations will be in the workplace over the coming decade.

#### **Valuable Information**

The division also is assembling a package of invaluable informational materials to arm Teamster representatives for bargaining from a position of strength in the 1980s and 1990s. That also will be available to participants in the session.

#### Communication!

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Parise added that the "caucus" format is seen as the best way of allowing for an in-depth exchange of viewpoints among delegates in this rapidly changing field.

This division is also exploring new ways to keep the level of communication high day-today among newspaper division affiliates. This will be another caucus topic addressed.

Policy members also deliberated on how best to depict the division's diverse interests and activities to delegates visiting their IBT convention exhibit. They hope to be able to colorfully and dramatically demonstrate the division's diversity and breadth.



The division also hopes to develop a newsstand motif for its exhibit area, so that delegates, especially those with printing industry employees among their membership, can pick out this unique craft booth at a glance at the IBT convention! There will be brothers and sisters manning the exhibit who share these members' interests and talk their language; they'd love to get to know each delegate with shared interests.

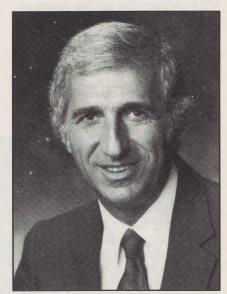
If you're attending the convention, why not plan now to attend the caucus on Sunday and visit the division's booth in the exhibition hall. You never can tell what new information you'll pick up!

### Teamster's Named to Ohio Civic Post

ho says political action doesn't help us make our voices heard!
Carmen E. Parise, director of the Teamsters' Newspaper Drivers Division and secretary-treasurer of Teamsters Local 473 of Cleveland, has just been appointed as assistant chairman of the Cleveland-Cuyahoga County Port Authority. The Teamster leader was first named a member of this important Ohio policy panel on March 12, 1984.

As head of this prestigious panel, Parise will participate in all decision-making affecting maritime traffic into and out of this highly industrialized midwestern city.

It also is the Port Authority's job to protect and promote the commerce of the city of Cleveland in the state of Ohio. The Port Authority Board, which consists of eight members and a director, also has the responsibility of setting policy on such things as industrial growth, jobs on the waterfront, recreational use and environmental issues.



Carmen Parise

In his new leadership capacity, Parise will be in the midst of ongoing efforts to revitalize the economies of Cleveland and Ohio.

The Port Authority is a vital link in the transportation system that must support all industrial growth.

#### DRIVE:

f a man can write a better book, preach a better sermon, or make a better mousetrap than his neighbor, though he builds his house in the woods, the world will make a beaten path to his door, the pundits have claimed.

There must be some truth to that saying, as can be attested to by the growing success of the ever expanding IBT DRIVE pro-

gram.

Teamsters are demonstrating, through their enthusiasm to sign up for the ambitious and far-reaching new political action program, that they agree with us that the political arena IS where Teamsters' futures are to be molded or destroyed and that they want to be involved in making this union's future a bright one.

At Teamster Locals 528 of Atlanta and 486 in Michigan, that message is coming across loud and clear, as aggressive mobilization drives add hundreds of new members to DRIVE's ranks.

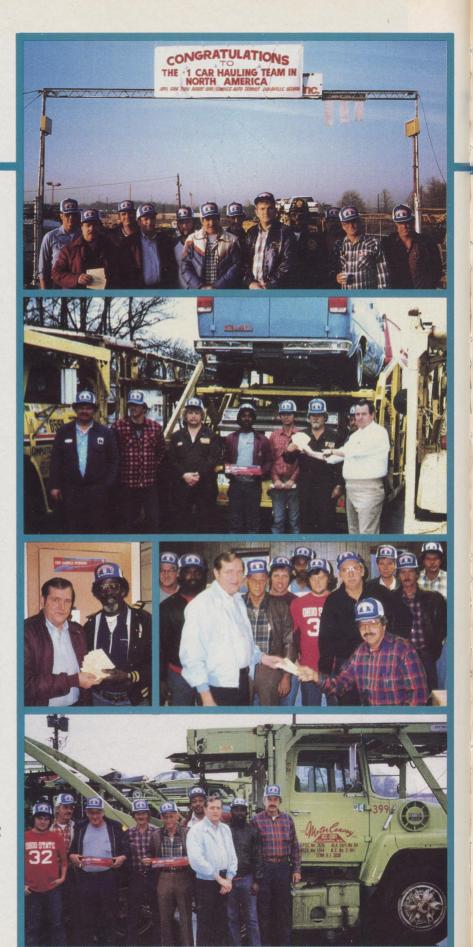
#### Stormin' Georgia

At Local 528 in Atlanta, a real success story is being written.

Here Teamster DRIVE Representative Jim Reese has been working with fellow DRIVE Representative Bob Profitt, Local 528 Business Agent Charles Edwards and a tremendously enthused chief stewards team to sign all carhaulers within that local's jurisdiction for the DRIVE weekly checkoff.

In a 10-day sweep, from February 3 to February 13, this team signed up more than 500 new DRIVE members from among these carhauling Georgia Teamsters.

Steward Don Toney enthusi-



#### THE PATH TO OUR FUTURES...

astically led the drive at Complete Auto's Atlanta terminal, while Steward Larry Ragsdale marshalled the troops at Complete Auto's Doroville facility. At Motor Convoy, Steward Charles G. Perdue, also vice president of Local 528, drummed up support for the DRIVE program.

#### Stewards the Key

DRIVE's Jim Reese, in fact, credited the efforts of these three stewards with the success of the campaign. "We're getting great support from everyone," Reese says, "but these three guys have been super. We cannot believe the support they've given us. They've really done all the work."

Reese added that the enthusiastic support being shown in

the drivers' rooms and in the yard is a real credit to the day-to-day job these stewards do. "If they didn't do their job well, these people would not participate as they do," he said, pointing out, "We have been there, but have not even had to really give the DRIVE pitch. These stewards have done it all. If I could get this kind of participation everywhere I go, I'd be out of a job within a year."

The successful Local 528 campaign, which has also encompassed Teamsters at UPS, American Freight and other facilities, began with a campaign kickoff at a stewards breakfast in Atlanta, where 100% of these stewards and their committees signed DRIVE cards personally before moving into the field.

"They're really rollin' down there in Dixie," notes DRIVE Director Wallace Clements. "Now that Hummingbird Express of ours is planning to pull out and head to points North, South, East and West from Dixie. There's still a real job to be done!"

#### That Michigan Magic

Consistent effort has proved to be the successful ticket out in the Midwest. There, Local 486 has taken a two-pronged approach, using education and political awareness jointly, to motivate their business representatives, stewards and members into supporting DRIVE.

That local began by utilizing a series of stewards educational training seminars to acquaint these front-line Teamster









#### DRIVE

representatives with the issues they face legislatively.

While the primary focus of the sessions, which began in late 1984, was on contract administration and grievance processing, Local 486 Secretary-Treasurer James Bohlen invited representatives of the IBT DRIVE Department to speak at virtually each and every educational session, as the group concentrated on legislative issues such as Social Security and Worker's Compensation, among other issues. Addressing these groups at various times were IBT DRIVE Representatives Howard Jones, T. Tommy Cutrer and Jim Reese, along with the IBT Legislative Department's Tim Scully.

The year 1985 was proclaimed the "Year of DRIVE" by Bohlen as he attempted through special meetings and the ongoing stewards seminars to bring word of this vital Teamster political action program to the

membership.

Bohlen continually reminded his membership that DRIVE is the "tool through which the International Brotherhood of Teamsters obtains funds to study and lobby FOR legislation that benefits and AGAINST legislation that hurts the union in general, and YOU, our members, in particular."

Following the educational preparations, in late 1985 and on into 1986, DRIVE representatives have been traveling throughout Local 486's jurisdiction, visiting shop after shop to explain how the laws enacted in Washington, D.C. and state capitals can affect members' jobs.

Members were urged to do their part by contributing to DRIVE through checkoffs with their employers, while the local's business agents were urged to attempt to incorporate checkoff language into all collective bargaining agreements as they come up for renegotiation.

Consolidated Freightways, Bohlen notes proudly, was the first of his Local 486 shops to meet the 100% participation goal. As the Teamsters made presentations at Bay City Milling & Grocer Company, Max R.H. Treu, Inc., United Parcel Service, Mid-Continent Bottlers—7-Up and other Local 486 shops, similarly climbed on the bandwagon.

This Saginaw, Michigan Teamster leader really became enthused about the program and continues to push for 100% participation among his members, with only a few holdouts

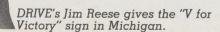
remaining.

DRIVE Field Representative Bill Wright, excited by the enthusiastic response among the Local 486 membership, currently is working with the Michigan Conference of Teamsters, attempting to drum up similar spirit statewide.

DRIVE is building a better mousetrap these days and the members are beating a path to the IBT's door to join! Success now is sure to translate into even greater successes come fall, as Teamsters make their voices heard in the important

off-year elections. It's your choice. The rest is up to

you!



#### RETIREES' REPORT

#### KANSACI

eamster retirees proved again recently that all those years spent reading about DRIVE and the importance of political action weren't lost on them.

A whole busload of Kansas City Teamster retirees recently joined a contingent of 5,000 unionists from throughout the state of Missouri in staging a rally in opposition to the idea that Right to Work legislation might be introduced in the 1986 session of the Missouri legisla-

The rally, which organizers said brought in more than 80 busloads of union supporters from across Missouri was sparked by comments of officials of Missourians for Rightto-Work, based in Sedalia.

Officials of that organization had suggested earlier they would make a strong bid to pass such a bill during the 1986 session to get another public vote on the issue. (A similar measure was proposed and resoundingly defeated several years ago.)

That was all ardent unionists in that heavily unionized state, son including our own Teamsters, had to hear. They immediately

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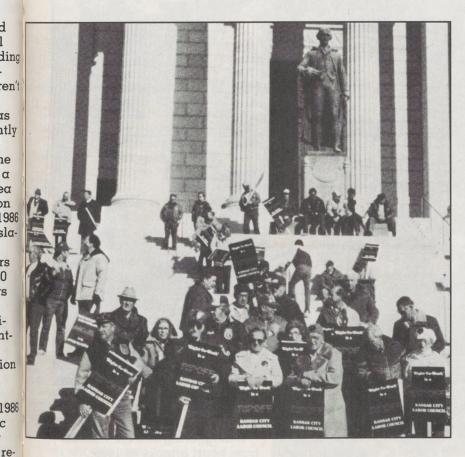
swung into action.

Teamster Kansas City Retirees' Club leaders proclaimed afterward, "We did it again! For a job well done and the best of and organization, ask a union mem- crov ber (or a retiree)."

These Teamster veterans were quick to join a 30-bus car- slin avan of union members leaving bate Kansas City the morning of the ture march for the rally.

Dedicated unionists all, these all Teamsters rode nearly two-anda-half hours before they arrived Ash

#### SACITY RETIREES RALLY ON RIGHT-TO-WORK



at Jefferson City, the state capi-

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ists There in the shadow of Jefferrte, son's statue, they massed to hear top Democratic and Reely publican politicians decry any effort to bring right-to-work to Missouri and pledge to keep the ed state a strong union bastion.

For The Teamsters, Auto Workers t of and other unionists in the em- crowd were delighted.

Even before the 40-minute rally, chances had appeared ear- slim that the issue would be dering bated this year by the legislathe ture, but comments from leaders of both parties on January 8 ese all but buried that prospect.

nd Republican Governor John ved Ashcroft was one of the most

persuasive speakers of the day. He commented that he regularly cites the productivity of Missouri's workers as he's touting the benefits of Missouri to prospective industries.

Speaking of the right-to-work issue, he declared, "Reviving that debate now would lead Missouri backward, instead of forward. You can count on this," he affirmed. "It will receive no support from this gov-

Senate President Pro Tem John Scott, a Democrat, took note of the sheer numbers of workers marshalled for the rally, as well as their hats and signs, which read, "Right-to-Work is a Rip-Off.'

"It's obvious the Missouri legislature will take note of this, and there will be no action on right-to-work," that St. Louis Democrat said.

Our own Teamsters left the rally, content that they'd again done their part to keep Missouri right-to-work free, this time marshalling the troops before the measure ever really gained a foothold.

Retirees participating in the day's events gave special credit to Teamsters Local 838 Secretary-Treasurer Gayle Crawford for realizing the importance of speaking out and organizing the Teamster contingent's trip.

Our Teamster seniors noted with pride that, after the long bus ride, they were met by Teamster members from the Jefferson City area, who guided the bus right up to the Capitol steps to unload, and had arranged for parking, medical needs and other special treatment for our union contingent.

Our Teamsters and others participating in the Missouri rally can be proud they were willing to take a stand.

At this point, even the rightto-work forces themselves concede that it's unlikely that 1986 will be the year for a renewed right-to-work bid. "I don't think we have enough support," said one proponent, while another agreed that the "time just isn't

As long as Teamsters and our very persuasive retirees have anything to say about it, it's NEVER going to be the right time for right-to-work.

Senior-power or Teamsterpower; it's all the same. Teamsters are speaking out and we will be heard!



IBT
Sponsored
CPR Clinic
Safeguards
Health of
Every
Headquarters
Visitor

he International Brotherhood of Teamsters has an intense interest in all health matters, especially those that could impact on our memhers

Faced with a recent crisis at IBT headquarters, when a Canadian Teamster was stricken with a suspected heart attack while attending a seminar at our Washington, D.C. headquarters, Teamster officers were forced to face the startling fact that heart attacks and other conditions that might cause a heart to stop beating, including accidental smoke inhalation, poisoning, electrocution or the like, occur more frequently than we imagine.

The American Heart Association tells us that more than 1,500,000 Americans will, in fact, have heart attacks this year and that 4,740,000 people alive today have a history of

heart attack, angina pectoris (chest pain), or both.

A staggering 550,000 will die from heart attacks in 1986 alone, with more than 350,000 of those people dying before they reach the hospital, due perhaps to the fact that the average victim waits nearly three hours before deciding to seek help!

Faced with such incredible statistics, the Teamsters Union recently decided to initiate a program first proposed several years ago—the establishment of our own in-house cardio-pulmonary resuscitation (CPR) unit, capable of reviving a victim quickly, should he or she stop breathing for any reason.

In late February, a class of 12 staffers from IBT headquarters began a CPR certification course, under the instruction of the American Heart Association's Washington, D.C. affiliate.

To complete the course, each

participant learned the basics involved under two programs: a "heart saver" or one-person CPR resuscitation effort and a "basic life support" certification or two-person CPR program.

As a part of the instructional course, these Teamster staffers saw a film, the "New Pulse of Life," which showed how CPR can save lives effectively.

#### **An Intensive Course**

During an intensive study course on CPR techniques, the group learned a great deal about potential risk factors and the causes of cardiovascular and respiratory system problems.

They also learned what can cause a respiratory arrest, were taught ways to discern the signs and signals of heart attacks, were given ways to check patient reactions and body landmarks, and participated in demonstrations on various CPR scenarios.

CPR is known to be effective in maintaining breathing and circulation in a person whose heart has stopped. It's an emergency measure designed to prevent brain damage that can occur if circulation to the brain is interrupted for more than four to six minutes.

#### **Telling the Difference**

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Participants learned easily how to distinguish whether a person has fainted, stopped breathing or if their heart has stopped. They also learned how to keep a heart attack victim alive with mouth-to-mouth breathing and closed chest compression until medical help arrives.

Since the best way to learn is by doing, all staffers participated in individual practice sessions, employing all conceivable scenarios and using practice dummies to learn CPR techniques, before completing the course.

The final test was a practical and written exam, which each

#### Recognize a Heart Attack?

f you feel an uncomfortable pressure, fullness, squeezing or pain in the center of your chest (that may spread to your shoulders, neck or arms) and your discomfort lasts for two minutes or longer, you could be having a heart attack.

Sweating, dizziness, fainting, nausea, a feeling of severe indigestion or shortness of breath also may occur, although not all symptoms necessarily occur.

Sharp, stabbing twinges, on the other hand, usually aren't signals of a heart attack.

When a person has these symptoms, it's natural for him or her to deny what's happening. No one wants to think that he might be having a heart attack. But before you shrug off the symptoms, it's important to know that an estimated 350,000 heart attack victims died before reaching the hospital last year, many of them because they refused to take their symptoms seriously.

Anyone who thinks he or she is having a heart attack and is uncomfortable for two minutes or more, should call the local emergency medical service immediately. If such a service isn't available, get to a hospital offering emergency cardiac care as soon as possible.



participant was required to pass with flying colors before being certified to practice CPR.

All in this Teamster group, we're proud to say, passed on the first go-round!

As the instructors reminded the group, CPR has proven invaluable since its introduction a few years back, when accomplished effectively. Should we find someone who has collapsed and know CPR, we may be able to help them, thus armed, rather than standing back during a critical time pe-

riod and waiting for someone else to do something.

This group of CPR-trained Teamsters thinks that learning CPR makes sense. And it might not be a bad idea for the rest of

#### A Valuable Skill

Parents especially might want to consider how invaluable they might one day find such a skill. After all, in addition to heart attacks, drug overdoses and suffocation cases, all of which can require CPR assistance, our youngsters can all too readily become the victims of drownings, poisoning, smoke inhalation or accidental electrocution.

Wouldn't you want to be able to help, rather than watch?

That's why taking a CPR course can be a smart move for any of us. Think it over, and if you're interested, contact your local American Heart Association chapter. They can refer you to people who can help you learn this vital life-saving technique, just like our own Teamster staffers have. It's a skill worth learning, one that could save a life.

## Pan Am Talks Languish; Airline Division's Genoese Vows We Won't Take a Concessionary Pact— 'Dignity's the Issue,' He Declares

he Teamsters' National
Airline Division, in negotiations with Pan Am over
a contract that has been open
since 1985, reports that stalling
continues to be the order of the
day.

Pan Am officials, faced with the repercussions of the sale of its Pacific Division to United Airlines in early February, have yet to face the consequences of their actions as they impact on workers, Airline Division Director William Genoese reports.

As a result, since one of the union's principal demands is for labor protective provisions (LPPs), the status quo remains

unchanged.

Genoese reports that among the 5,000 Pan Am workers the Teamsters represent, including reservationists, passenger service agents, cargo employees and clerical workers, among others, spirit remains high.

As we continue in the attempt to come to terms with the company, the division is keeping Pan Am Teamsters completely informed on developments.

Genoese is especially critical of Senior Vice President C. Raymond Grebey, who heads Pan Am's negotiating team.

"We've been in negotiations for a period of months, but nothing has happened," Genoese says. "The company just doesn't want to address itself to the issue of labor protective provisions for the workers, especially those impacted by the sale of the Pacific Division."

Genoese noted that the Teamsters have seen many members affected by the sale, most of whom were laid off and not recalled as the company switched its base of operations to the East, across the Atlantic and

into Latin America.

Noting that the Teamsters had already protested this action in letters to the Department of Labor, Genoese maintained that it was just another indication of the "rolling" reaction that the Teamsters had predicted when the sale of the Pacific Division was first announced.

The Teamster leader noted that when the Labor Department first considered Pan Am's proposal, it had been the company's contention that no workers would be adversely affected, yet already the Teamsters are seeing layoffs on the West Coast.

Genoese noted that the TWU strike was largely precipitated by the company's effort to rid itself of the commissary service which United wasn't interested in purchasing. During that strike, they got rid of 1,000 people by layoffs.

The company can claim all it likes that the people will be protected but without strong labor protective clauses in the contract, the protection just isn't there. Genoese noted.

The Teamster leader said that at the present time our negotiations with the company for a new contract are still continuing, but are going very slowly. The company, he acknowledged, did finally make a contract proposal to the union that contained "really watered down labor protective provisions. It would be a cheap buy-out," Genoese said.

"We can't allow that. Grebey with his hard-nosed tactics of 'must win,' to beat the Teamsters and the employees is heading the company to a second strike," he warned.

Grebey says he's willing to take on the strike.

Genoese acknowledges that a strike might be the eventual result, unless policies change within the company, but says the Teamsters are preparing for that. "We're working with all the unions on the property; we're getting full support," he says. "All unions indicate they will give us full support."

Genoese assailed Grebey's mentality that the people just aren't an important issue in the company's overall figuring, saying that the labor negotiator had better soon realize that the airline industry is a "people" business or the company is going to face even tougher times than it presently does.

"With the sale of the Pacific division, the whole issue has crystallized; it's developed into a real strike threat." he noted.

"Workers have no labor protective provisions. Grebey is taking a hard line and is attempting to push people to the table, but we won't take another 'me too' contract," Genoese pledged. "TWU played ball with them and lost; we won't do that!" he vowed.

"We are the strongest union on the property," Genoese said. "We're going ahead with a hard-hitting campaign; we'll be stepping up our efforts, meeting with members, keeping them

abreast of things."

The Teamster leader added that in the absence of effective operating or marketing plans today, an attitude of indifference toward the workers is developing. "This breaks down morale; it leads to a Catch 22 situation, where people are not doing the job they really can do," Genoese said.

Commenting on a recent indepth article in the Wall Street Journal which assailed current decision-making at the airline, Genoese noted his agreement with the principle tenet of the February 12 piece, that with no quick fix in sight for Pan Am's basic ills, the carrier might, as a number of industry executives and analysts are predicting, be in for continued decline. The article said, in part, that "the figures testify to the string of misfortunes and miscalculations that have beset the airline since 1980.'

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You "could have gone further," Genoese wrote in a subsequent letter to the editor. He noted that the Teamsters, as the largest of five unions on Pan Am's property, have seen Pan Am's failure to develop effective marketing or operating plans. As a result, employees' morale has sunk to an all-time low, especially in the two years

since the company brought in Grebey, with his abrasive bargaining style.

"At Pan Am, Grebey backed the TWU into a strike a year ago because the company needed an excuse to get rid of its commissary operation in preparation for the sale of the Pacific division to United Airlines," Genoese noted. "Thousands of grievances have piled up."

Genoese noted that the Teamsters have always tried to help Pan Am survive and get back into the black with a number of innovative measures. "Grebey beats up on our people mentally; he uses bullying tactics," Genoese said. "He is losing a tremendous amount of business for the company because he has abused the people who deal with the public."

Genoese warned that, unless Grebey comes to the table with an open mind, he is backing the company into a second strike situation—this time with the Teamsters.

"We have an open contract and have been in bargaining for months with no progress. All we hear are threats, threats to sell off the North American routes or to declare bankruptcy. He says everything is for sale.

"The man's attitude shows clearly that he does not care about Pan American employees." Genoese asserted, noting that all the unions have had problems with Grebey except the TWU which succumbed to his tactics. "The workers have completely lost faith in top management. There have been too many lies; too many pie-inthe-sky predictions from management over the years," the Teamster leader affirmed. "The Teamsters are in this thing to win," the airline leader concluded.

#### SOLIDARITY!

## Canadian Unionists Find It Starts with a Capital 'T' for Teamsters!

hen 1,800 striking Pacific Western Airline workers went out on strike across Canada recently, the International Brotherhood of Teamsters was one of those voicing strong support of the strikers and pledging its assistance.

PWA workers, on strike since November 20, received our promise of solidarity and support in a personal dispatch from Teamster leaders, which was delivered by International Representative Ed Zimmerman during a visit to strike headquarters in Calgary.

The striking Canadian PWA workers say their battle was given a "nice shot in the arm" after the Teamsters agreed to assist by refusing to service the airline's planes. That action came early in January.

"Your support is very much

appreciated by all three of the unions striking against Pacific Western Airlines," wrote Chris Anderson, chief shop steward for Machinists Lodge 1681 and Calgary spokesman for the three-union, co-action strike group. "May we assure you of ours, should the necessity arise," this Alberta, Canada union spokesman affirmed.

Since Teamsters share responsibility for everything from cleaning and refuelling the airline's planes to maintenance and cargo delivery, their solidarity put a real crimp in the airline's once-firm, concession-bent bargaining posture.

Although the airline has just one regularly scheduled U.S. flight—to Seattle—PWA flies numerous charter flights to destinations including Las Vegas, Los Angeles, Texas and Florida, as well as across Canada.

Teamster support in the days that followed took a variety of forms. In Vancouver, Teamster personnel refused to fuel the airplanes; in Calgary, there was a lot of emotional and behind-the-scenes support, with everyone aware of the issues.

As this issue of International Teamster goes to press, workers from the IAM, the Canadian Airline Flight Attendants Association and the United Auto Workers are still on strike, with the UAW reportedly close to a settlement and ironing out the final details of a return to work for the strikers.

Teamsters believe in solidarity; in the airline industry, this translates into a longtime Airline Division policy of lending our support wherever the cause is just and our assistance might help. Good luck, PWA workers. Teamsters are with you!

#### Lehr's Named to ERISA Posts



eamsters' Central States,
Southeast and Southwest
Areas Health and Welfare
and Pension Funds Executive
Director George Lehr received a
stellar honor recently, with twin
Labor Department appointments.

Lehr, long recognized as a talented and capable pension plan administrator, was appointed late last year by Secretary of Labor William Brock to serve a three-year term as one of 15 members of the prestigious Advisory Council on Employee Welfare and Pension Benefit Plans, established under the Employee Retirement Income Security Act of 1974 (ERISA).

Later, Lehr was asked to sit on a special task force of the council. On this panel, he will be studying excess asset reversions in pension plan terminations and helping to develop criteria that can be used to evaluate any proposed changes that can or should be made in the statute governing this.

In expressing pride and pleasure in the appointment Lehr noted: "When I came to the funds in October, 1981, the trustees directed me to turn them into 'Model Funds,' funds that others would look to as the example of how to manage multiemployer funds not merely properly, but excellently. Under the guidance of these trustees, the Central States Funds have indeed become model funds. I work at the direction of the trustees and my appointment is, therefore, well-deserved recognition of the job they have done."

Congratulations, George.

**Grievance Resolution** 

#### One Benefit of a Union Contract

hat's the key difference between unionized workers and nonunion workers? A grievance procedure!

Providing living proof that the arbitration of problems can be an orderly process and provide answers to seemingly unsolvable situations was a recent session of the National Automobile Transporters Joint Arbitration Committee, chaired by IBT Vice President Walter Shea.

This Teamster/industry group met in Washington, D.C., in mid-January with a full docket of cases to discuss and adjudicate.

It's easy for a worker to say, "Why pay union dues?" but Teamsters like having that contract in place, along with the grievance resolution steps it stipulates!

Here, the Teamster panel meets to decide a number of grievance cases concerning our members. At right, management members of the committee deliberate at the session.







onvention time is drawing near, brother and sister Teamsters, and as it does, excitement is rising among the delegates elected to attend the union's conclave, which occurs at five-year intervals.

The new Teamsters Travel
Management Bureau at headquarters reports that delegate
and individual member response to this new IBT service
program has been overwhelming, and that more Teamsters
are calling every day to find out
about the discounted airfare
and other programs being offered as a cost-saving convenience to our members.

While Gelco Travel Management Services, the group helping us provide these services, is concentrating right now on IBT convention planning, the program remains available for any and all Teamsters who'd like to utilize the service.

Just call the number below to make your travel reservations today.

#### [1-800-238-3838]

Since the phone lines have been so swamped with Las Vegas-bound callers, the Teamsters have also arranged to have a bank of operators standing by at a second toll-free number, to which those Teamsters interested in making personal travel reservations can be referred during peak periods.

Local travel management office travel specialists will also be standing by, ready to assist you. The one number above is all you need to begin a travel adventure today, just by picking up your telephone in the convenience of your home. (Teamsters calling from Minnesota are reminded that the number they need to call for travel assistance is (612) 854-1884.)

Since some restrictions may apply on the discounted fare packages we're attempting to make available to you, Teamsters are urged to call for details and make their plans early.

Convention week, May 19-23, will be a busy time for everyone at the International; help us to minimize your headaches and maximize your cost savings by checking out what we can offer and making your reservations today!

#### **Teamsters & Easter Seals**

#### This Winning Team Heads into Their Eighth Year Together

eamsters are fighters and we like to support those who are willing to fight their way out of difficult situations.

That is why this year, as in the past eight, we are supporting the National Easter Seal Society campaign.

#### **Meet Jamie!**

This month we would like you to meet, as we at IBT headquarters did recently, the National Easter Seal 1986 Campaign Child, eight-year-old Jamie Brazzell.

Jamie hails from Mayfield, Kentucky, and is already a veteran campaigner for the Society.

The effervescent youngster served as Kentucky's state Easter Seal child in 1983 and





Above, he demonstrates his skill with a computer using a mouth pointer while his Easter Seal teacher observes. Computer training has aided his development in school and has widened his recreational activities through playing computer games.



A ramp has given Jamie greater mobility and sense of independence around the Brazzell home near Mayfield, Kentucky.

has previously been a featured participant in the Paducah telethon and other fund-raising special events in his home state.

As National Child, Jamie represents hundreds of thousands of men, women and children with disabilities who receive Easter Seal rehabilitation services.

#### Charming, Persuasive Spokesman

As he visited Teamsters headquarters and met with General President Jackie Presser to thank the union for its support of Easter Seals through the years, it was obvious why this youngster had been selected for the task.

Jamie's intelligence, sense of humor and spirit make him uniquely qualified for his spokesperson's role.

#### **Easter Seals Help**

A spinal cord injury at birth left the youngster a quadriplegic, but Jamie began his rehabilitation program early, at 14 months, with physical therapy sessions at the West Kentucky Easter Seal Center in Paducah.

Jamie also was evaluated and received services at Easter Seals' Cardinal Hill Hospital in Lexington, and became an enthusiastic camper during three summers at Camp Green Shores, one of two residential camps for disabled people operated by the Kentucky Easter Seal Society.

These caring health professionals gave the youngster just the special start he needed.

Now, it seems, he can accomplish anything on which he sets his mind.

#### **Programmed For Success**

Jamie, a third-grader, has a laudable academic record; he's never missed making the honor roll since he entered public school. His mother, Denise Brazzell, credits the Easter Seal

pre-school training for making him ready, willing and able for public school. Members of his rehabilitation team met with school officials to help describe his needs, problems and goals.

"School officials were amazed at the support system we had," Denise told the Teamsters. "If it had not been for that support system, Jamie would not have done nearly as well in public school."

Jamie's biggest boost toward a strong sense of self-worth and independence came when the family acquired an electric-powered wheelchair in 1982, on the recommendation of his physical therapist. The chair is



equipped with a chin-control device which enables Jamie to move about independently.

"What a different little boy we had then," Denise exclaimed. "For the first time in his life I had to ask him to move out of my way while I prepared dinner. I will never forget the grin on his face."

The Teamsters' Presser can also attest that with the motorized vehicle, Jamie is just like every other youngster. During his visit, he was all over the Teamster complex and even took a few moments to help Jackie tape our appearances for this year's Easter Seals telethon.

The Easter Seal center staff also taught Jamie how to operate a computer with the aid of a mouth stick. He has a computer, word processor and printer at home which give him writing capability. In addition, the equipment provides access to learning tapes and computer

games which have accelerated his development. Jamie's valentine to the Teamsters showed just how talented he has become at using this tool adeptly.

We bet Jamie, a real football fan, will master the new computer and football games the IBT gave him in no time!

Jamie's father, Jim Brazzell, is a quality control technician at Consolidated Aluminum Company in Benton. Rounding out the Brazzell family are Jamie's five-year-old sister, Rhiannon, and a puppy named Muffin.

#### **A Strong Start Helps**

Jamie's mother feels very strongly about the impact of the Easter Seal Society on her son.

In fact, she told the Teamsters, "I do not believe Jamie would be the intelligent, optimistic and outgoing little boy he is today if so many caring people had not been involved in his critical early development. That's why I feel I owe Easter Seals Jamie's life."

The entire Brazzell family is participating in Jamie's travels and personal appearances during his reign as National Easter Seal Child.

#### Visit to the White House

One highlight came during the week after his visit to the Teamsters, when the effervescent youngster visited the White House for the traditional campaign kickoff on February 19.

#### He'll Shine with the Stars

He also will be one of the stars of the 1986 Easter Seal telethon, March 8-9, helping Cohosts Pat Boone and Donna Mills win financial support across the U.S. and Canada for the Society's network of rehabilitation facilities and programs.

Jamie's not just a fighter; he's a winner! We in the Teamsters are proud that our donations are making success story after success story like his possible!

## Easter Seals Network Launches Unique Educational Campaign; IBT Assis

he Easter Seal Society, always a frontrunner in providing programs to assist the disabled, for the 1985/1986 year launched a two-pronged public awareness campaign designed to help prevent disabilities before they occur, as an outreach function of the Easter Seals Research Foundation.

The Easter Seals people joined forces with their hundreds of affiliates and corporate telethon sponsors like the Teamsters in a major effort to make parents aware of two areas that could result in disabling conditions.

#### **Catch Prolems Early**

The first involves alerting parents to the importance of early detection of physical or mental conditions in young children that might indicate the existence of a potential disabling problem.

The National Easter Seal Society made available for nationwide distribution a brochure describing early warning signs that a problem could exist in

the areas of vision, hearing, physical mobility, speech, mental development or social interaction.

Each Teamster local several months ago received a copy of "Are You Listening to What Your Child May Not Be Saying," as did all affiliated Teamster publications, to aid in this educational effort.

Fortunately, many of these conditions can be corrected if parents recognize the problem early and seek help. Parents who suspect their child may have special needs are urged to seek help immediately.

"Don't wait until your child enters school before you begin to deal with the problem," the Society's specialists urge. "Remember, the earlier you recognize your child's special needs and seek professional help, the greater the possibility that your child can be helped to overcome a problem."

#### **Help Prevent Injuries**

The second "front" in this new Easter Seals campaign in-

volves the prevention of accidents in the home.

Here, statistics are rather startling. More than three million persons are disabled as the result of accidents occurring in the home each year. That's nearly twice as many as those caused by motor vehicle acci-







dents. Another grim fact is that there were about 21,000 home accident deaths last year.

To address this serious problem, Easter Seals distributed a second publication entitled, "A Safe Home Is No Accident."

It contains a detailed checklist to help parents spot potential hazards, including common causes of falls, poisoning, scalding, electrical shocks and other potentially disabling injuries throughout the house and yard that can be easily corrected.

Both of these companion pieces feature the colorful Raggedy Ann and Andy characters generations of children have come to love, conveying a serious message.

They are available in both English and Spanish. (Copies of the publication are available from your local Easter Seals chapter; the IBT also has limited quantities.)

The Easter Seal Society is the world's oldest, largest non-profit agency providing rehabilitation services to disabled men, women and children of all ages. It annually assists hundreds of thousands of people who have disabilities resulting from birth defects, disease or accidents through a nationwide network of Easter Seal facilities.

Given the choice, however, Easter Seals would much rather prevent disabilities than treat them. Teamsters are proud to be part of both the effort to raise funds for Easter Seals through our telethon sponsorship and to help educate the public about the prevention of disabilities through our support of the Foundation's efforts.

We're Backing These Fighters! Won't You?



### The Modern Unemployed American

Teamster local union officers and our own members are enthusiastic supporters of the IBT's "Buy American" program. Local 848 Secretary-Treasurer Jim Santangelo recently forwarded the International Union the latest reminder that we can help prevent unemployment simply by buying American-made goods. Faced with the following scenario, we say, "Buy American!"

This fellow starts out his day early, having set his alarm clock (made in Japan) for  $6:00~\alpha.m.$ 

While his coffee pot (made in Japan) is perking, he puts his hair dryer (made in Taiwan) to work and shaves his face with his electric razor (made in Taiwan).

He puts on a dress shirt (made in Taiwan) and designer jeans (made in Hong Kong) with a neat pair of tennis shoes (made in Korea).

After cooking up some breakfast in his new electric skillet (made in Japan), he sits down to figure out how much he can spend this day on his calculator (made in Mexico).

After setting his watch (made in Hong Kong) to the radio (made in Japan), he goes out, gets in his car (made in Japan) and goes looking for a good-paying American job.

At the end of a disgusting day, this man decides to relax for awhile. He puts on a pair of sandals (made in Hong Kong), pours himself a glass of wine (made in France) and turns on his TV (made in Japan), all this time trying to figure out why he can't find a good-paying American job!!!

#### With Concern for Truck Safety Focusing of Pri

ost motorists who have to share the nation's highways with trucks have from time to time muttered about drivers of the big rigs who seem to run right up behind us or barrel down the highway at what we think are excessive rates of speed.

But think of it from that driver's point of view. To him or her, sitting high up in that rig, those of us down below present some real safety hazards and can jeopardize a driver's career, should an accident occur.

Since defensive driving is always a good idea, perhaps by following a few daily rules-of-thumb, devised by ATA as a safety service, we can make sharing the roads safer for both trucks and automobiles.



TURNING: Pay close attention to truck turn signals. Never pass on the right at an intersection and never assume that a truck which is moving left at an intersection is going to turn left or go straight.

Most motorists do not realize that trucks approaching intersections to negotiate a right turn may have to move slightly to the left to avoid running the trailer onto the curb. While impatient drivers may be tempted to move up into a space temporarily left on the right side of the truck, to do so is unsafe, since the truck will be swinging back into that lane during its right turn.



PASSING: Some motorists grow concerned about passing trucks, but for the most part, the same rules apply whether passing a car or truck.

The first step in a safe pass is to check all traffic front and rear. Don't pull out if you're being overtaken by traffic from behind or if there is traffic approaching. When you pull into the passing lane, give a short horn blast, or at night, blink your bright lights, to let the driver ahead know you're passing.

As you pass, keep as far to the left as possible to avoid a sideswipe accident and to reduce the wind turbulence between the two vehicles. Remember, turbulence pushes the vehicles apart, not draws them nearer.

Remember also that truck drivers work hard to get up to normal highway speeds, sometimes shifting through as many as 15 gears, so they really appreciate it if, once you pass, you maintain your speed.

Federal laws forbid a truck driver from helping you pass. However, if you indicate that you're going to pass, the truck driver will keep to the right to make it easier. If, after you've passed, the truck driver blinks his lights, he's simply telling you that it's safe to pull back in front of him.

BACKING ACCIDENTS: Backing maneuvers present grave hazards for professional drivers. Truck drivers, usually lacking back windows in their cabs, rely on side mirrors to monitor what's happening behind them. As a result, a "blind spot" is created, extending 12-15 feet behind the truck, in which the driver cannot see what is going on.

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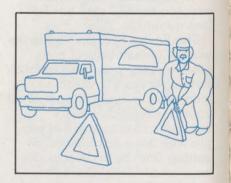
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A driver preparing to back a rig from a roadway into a loading area sometimes has no choice but to temporarily block a roadway. It is safer for motorists to wait for this maneuver to be completed than to attempt to pass behind the truck, as many do, and risk entering the truck's blind spot and being involved in an accident.

To avoid such incidents, never try to cross behind a truck preparing to back up unless the driver waves you through.



#### ROLLBACK ACCIDENTS:

When coming to a stop behind a truck, it's a good idea to leave at least one car length between your vehicle and the truck. It's also helpful if you move your vehicle to the left of your lane so that the driver can see you in his side mirror.

By moving out of the truck driver's blind spot, you help avoid an accident. Such incidents all too frequently occur

#### Orivers, We Have a Part to Play as Motorists

when a truck driver is forced to stop on an upgrade.

When the driver takes his foot off the brake and engages the clutch to accelerate, his vehicle may roll backwards a few feet.

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If a car has pulled up too closely behind the truck, a collision could occur. It's easier to prevent that from happening.

TAILGATING AND STOPPING: In general, trucks take slightly longer to stop than cars, due to their greater size and weight.



However, at high speeds or on wet roads, trucks may actually have better traction and stability, allowing them to stop more quickly.

The basic principle of maintaining a safe following distance, not tailgating, applies regardless of what type of vehicle is ahead. A following distance of two seconds allows time to apply the brakes and slow to a safe stop. The longer the following time the greater the safety cushion.

Following time can be determined by noting when the end of the vehicle ahead passes an object along the highway, such as a road sign, and counting slowly until the front of your vehicle reaches the same point.

Tailgating a truck creates a special problem. Because of the truck's size, should you follow too closely, your view of the road ahead will be almost totally blocked. This will force

you to depend on the truck's brake lights for a signal that something is going on ahead, dangerously cutting your reaction time and greatly increasing your chances for an accident.

CB RADIOS: Many truck drivers have citizen band radios and monitor them constantly to learn about road conditions from those coming in the opposite direction. Motorists can purchase their own CB receiver/ transmitters and receive the same information truck drivers get, utilizing the set to ask questions about the road ahead, to get directions or to seek assistance in emergency situations.

SAFETY POINT: If your car breaks down along the road, pull as far off the road as possible and display a white cloth from the vehicle's radio antenna or trap it in the window as a signal of distress. Then, for safety, remain in your car with the doors locked. Most truck drivers, since they are on tight schedules and are concerned about security, won't stop unless there has been an accident, but they will radio ahead via their CB units for help.

WHAT ABOUT UNSAFE DRIV-ERS: Professional drivers take great pride in their safety efforts on the highways. However, should a motorist see a truck driver truly behaving in an unsafe manner, you can record the truck license plate or ICC number on the cab door, along with the time, date and location of the incident. Send it either to the American Trucking Associations, Inc. Safety Department, 2200 Mill Road, Alexandria, Va. 22314-4654, which will forward the information to the driver's company, or to the individual carrier directly. (Your local library should have directories listing the home offices of most major trucking firms.)

Keeping such points in mind as you drive should make sharing the road with a truck easier, safer and more enjoyable.

**Kudos** for Our 'Knights of the Road'

The Teamsters Union, National Dear Sirs:

Carrollton, TX 75006 February 1, 1986

This is a long-overdue letter of thanks to a truck driver.

The blizzard hit as I was leaving Bristol, northbound on I-81. I was driving with the heaviest vehicle I have ever driven, a large pickup A tractor-trailer rig passed me. Knowing that professional drivers

know the road and that they know how to drive in any kind of weather, I followed him, all the way to Lexington.

At one point my headlights, shining on the rear doors of his rig, seemed to picture the face of a huge lion. I had read to my children C. S. Lewis Chronicles of Narnia, in which a huge lion named Aslan, though no tame lion, often helps people. I glanced into the dark sky above and said, "Thank You, Lord, for sending an angel to guide me

So this is to thank that "angel," and all you other Knights of the Road.

I'm composing this letter into a tape recorder while driving across country, planning to type it up after I get home. I expect to get home safely and in good time, because I'm being guided by an eighteen-

Your humble admirer, Rev. John R. Werner, PhD

#### DISASTER RELIEF

#### Our Dollars Did Make a Difference!

everal months ago, International Teamster reported that the union's General Executive Board had voted twin \$50,000 donations to aid disaster relief efforts in Mexico and Puerto Rico.

#### **Caring Gestures**

This month, we're happy to report that on-site inspections by Teamster leaders have confirmed that our generous donations will be put to good use in aiding the victims of the Mexican earthquake late last year and similar victims of the Puerto Rican flood

#### Personal Report on Mexico Relief

Airline Division Director William F. Genoese, acting as representative of the union, hand-delivered our Teamster donation to Mexican labor leaders.

Genoese met with representatives of the Mexican Workers Union Earthquake Relief Fund to make the Teamsters' presentation. Reports on our \$50,000 gift were covered by Mexican national television and radio and by three national newspapers. One of them, Excelsior, is the sixth largest in the world.

The donation was accepted by Secretary General Camilo Massa Perez, on behalf of the Mexican Workers Union Earthquake Relief Fund. Perez is also secretary general of Mexico's aviation union, which represents thousands of workers. General Director Fernando de Garay, chief executive officer of Aeromexico, helped arrange the presentation. The Teamsters



represent Aeromexico workers in the United States.

While in Mexico, Genoese visited the sites of some of the worst earthquake devastation. That disaster left 10,000 people dead and more than 50,000 homeless. It shattered the lives of tens of thousands more.

Genoese notes that the Teamster contribution was given to the Mexican labor movement to make sure that it was allocated properly. "We wanted to make sure it got to the right place," he said.

#### Children, Orphans Benefit

The \$50,000 was earmarked for a nursery for children who were injured, orphaned or left homeless by the earthquake.

Mexican relief officials have invited Teamsters General President Presser to come to Mexico City when the nursery is dedicated so that he can see personally what the Teamster asTeamsters Airline Division Director William F. Genoese (left) presents a \$50,000 Teamster check to Camilo Massa Perez, secretary general of the Mexican Workers Union Earthquake Relief Fund. The money is being used to help build a nursery for children who were injured, orphaned or left homeless by the Mexican earthquake. In the center is Fernando de Garay, chief executive officer of Aeromexico, who helped arrange the presentation. The Teamsters represent Aeromexico employees in the United States.

sistance provided. There will be a Teamster plaque on the building.

Mexican labor leaders have expressed tremendous appreciation for the gift. The Teamsters also received expressions of thanks from many Americans of Mexican ancestry who are members of our union in such states as Texas, Arizona and California.

During his visit, Genoese spoke to many earthquake survivors and reports that they were greatly impressed by the Teamsters' generosity.

"Mexico still has a great many problems in recovering from this disaster," the Teamsters' leader said. "I am delighted that our General Executive Board saw fit to step in and help people who need our support."

Mexican trade unions have great strength and have cooperated with the Teamsters on many matters of mutual con-

#### **Puerto Rican Relief**

Puerto Rican officials have also written the Teamsters with an expression of gratitude for our assistance with relief efforts, in the aftermath of a flood disaster that affected that country.

#### Local 901's on Scene

Jose Cadiz, president of Teamsters Local 901 of Puerto Rico, made this presentation to Secretary of Labor and Human Resources Juan Manuel Rivera



Gonzalez and has been keeping the union apprised of ongoing relief efforts.

"You can be sure that the Puerto Rican community is in deep debt with the Brotherhood of Teamsters for its demonstration of human sensibility toward all of us during the cited disaster," wrote Salvador Guzman, director of the Department of Labor and Human Resources

Jose Cadiz, secretary-treasurer of Teamsters Local 901, Santurce, Puerto Rico, here presents the Honorable Juan Gonzalez with our contribution to aid Puerto Rican flood disaster efforts.

in an expression of thanks to the Teamsters.

Teamsters care, and today, our concern is being demonstrated worldwide. That's only fitting, for the free world's largest and best trade union.

### Canadian J.C. 91 Teamster Leader Is Honored by Histadrut

ontreal, Quebec Teamsters Joint Council 91
President Louis Lacroix
was honored recently at a dinner honoring his personal contributions to the labor movement of Canada, as well as
Canadian Teamsters' support of the principles of solidarity and unity worldwide.

The testimonial benefitted Histadrut, the Israeli Labor Federation.

Lacroix, also president of Teamsters Local 1999 of Montreal, was feted at the event by a number of Teamster leaders and civic dignitaries who had come to join in the celebration as he was accorded one of Histadrut's highest honorary awards.



Joining in for the evening honoring Lacroix were from left: M. Yuon Lamarre, president of the Montreal Executive Committee; IBT Secretary-Treasurer Weldon L. Mathis; Canadian Conference Director, Vice President and Senator Edward M. Lawson; Lacroix; M. Pierre Huneault, regional director, Eastern Canada, for Coca-Cola, Ltd.; His Excellency Eliashiv Ben-Horin, ambassador of Israel to Canada, and M. Eliezer Rafaeli, executive vice president, National Committee for Labor Israel.

#### 'Right-to-Know' **Comes to Trucking Industry**

ver the next few weeks, Teamster affiliates will be receiving copies of the recently negotiated "Hazardous Materials Employee Protection/ Training Program."

This program, which is incorporated by reference into National Master Freight Agreement Article 16, Section 8, gives Teamsters covered by the NMFA several important new rights in the areas of hazardous materials handling and employee protection.

These rights are not currently available under Department of Transportation or Occupational Safety and Health Administra-

tion regulations.

Most of the new employee rights under the program involve an employee's "right-toknow" about the hazardous

chemicals he/she works with and around.

Under the program, for example, employees have a right to training on what happens if exposure to hazardous materials occurs, in terms of the immediate and delayed effects on workers' health.

Employees also must be trained on what a Material Safety Data Sheet is, and how this fact sheet on hazardous materials can and should be used.

Reference data on hazardous materials must be made available for review by employees in the event of a hazardous materials incident.

State "right-to-know" laws or regulations covering transportation employees must be explained to employees during



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training.

In addition, a general description of OSHA standards on forklifts, evacuation and handling corrosives must be given during the training program.

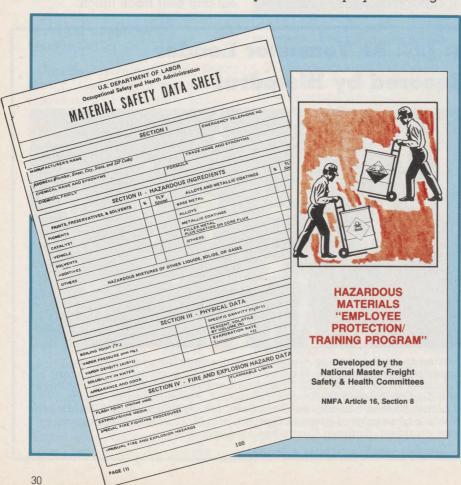
As for protection during a hazardous materials incident, the employee has several new rights under the agreed-to pro-

First, in the event of an incident (for example, a leak or spill), the employee must be told the identity of the substance, its health hazards, and about the proper use of any personal protective equipment necessary, before he/she can be instructed to work around or with the material. Following an incident, the employee and the union have the right to request a Material Safety Data Sheet on the material that caused the incident if they have reason to believe there has been expo-

In the move to give workers the right to information and training on the hazardous materials they work with, the NMFA "Hazardous Materials Employee Protection/Training Program" is a pioneering effort to bring these rights to trucking industry employees.

Labor and management have agreed that training under NMFA Article 16, Section 8, must be conducted by August 15, 1986.

If any Teamster has questions regarding the program, the IBT Safety and Health Department stands ready to assist you.



#### **Labor Department Sets 'Get Tough' Policy**

arl MacPetrie, safety director for GTE-Valeron Corporation, has been sentenced to three months in jail and fined \$10,000 for lying to an OSHA inspector during the course of a September, 1981, inspection of the company's tungsten carbide tool manufacturing facility in Syracuse, N.Y., the U.S. Labor Department announced recently.

It is thought to be the first sentence and fine for this type

of offense.

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Under the Occupational Safety and Health Act of 1970, anyone who "knowingly makes a false statement, representation or certification" to OSHA is liable for a fine of up to \$10,000 and/or up to six months in jail.

According to the charges filed against him, MacPetrie in-

formed an OSHA inspector that a "rough cut saw" used to grind tools was down for repairs.

In fact, the saw had been disabled at his direction to prevent the OSHA compliance officer from obtaining an accurate reading on worker exposure to cobalt and other dust emitted during machine operations.

The safety director pleaded guilty in his trial before the U.S. District Court for the Northern District of New York.

"This finding and sentence underlines the importance we in OSHA place on truthfulness in dealing with our agency and in taking seriously responsibility for protecting workers," said Acting Assistant Secretary Patrick R. Tyson, in reporting the decision.

"We expect good faith on the

part of employers in preventing occupational injury and illness, and we're willing to work with those who demonstrate that good faith to correct any problems in their workplaces. But those few employers who callously assume that OSHA will ignore deception and lies and blatant disregard for the welfare of workers would do well to reconsider their approach."

## Asbestos Phase-Out Is Coming; Accent's on the Workers

fter much flip-flopping on regulating the cancercausing agent asbestos, the Environmental Protection Agency (EPA) has finally proposed a phaseout of the use of asbestos in several products and a ban of other asbestos products.

Asbestos products banned immediately by EPA include asbestos clothing, roofing felt, felt-backed vinyl sheet flooring, vinyl asbestos floor tile, and cement pipe and fittings.

Other uses of asbestos, such as in brake linings, will be phased-out in five years.

Asbestos is a known human carcinogen that causes lung cancer and mesothelioma (a cancer of the chest and abdominal lining) and is also linked to other cancers.

EPA estimates that asbestos causes tens of thousands of cancer cases a year in the United States.

### Durham's Record of Excellence Prompts Reappointments

he Department of Transportation has recently reappointed IBT Director of Safety and Health R.V. Durham to two of its most prestigious committees-the National Motor Carrier Advisory Committee and the National Driver Register Advisory Committee. Citing Durham's "valuable contributions" in the past, Secretary of Transportation Elizabeth Dole reappointed him to a one-year term and a threeyear term, respectively.

The National Motor Carrier

Advisory Committee, composed of representatives from the motor carrier industry, government, the public and labor, advises the Department of Transportation on matters involving motor carrier policies.

The National Driver Register Advisory Committee was established to oversee implementation of the National Driver Register Act of 1982, which provides for the upgrading of the national clearinghouse for recording state driver's license information.

## Employee Unlawfully Discharged for Wearing a Union Insignia on Company-Issued Hard Hat

n employee was unlawfully discharged for refusing to remove two union stickers from his company-issued hard hat, a divided panel of the National Labor Relations Board has held.

The discharge was based on a company rule forbidding any insignia other than the company logo to be worn on hard hats issued by the employers.

The Board found that the employer failed to show that its rule was justified by any "special circumstances" such as legitimate production or safety reasons (Malta Construction Co., 276 N.L.R.B. No. 171).

The right to wear union insignia at work has long been recognized by the Board and the courts. However, a rule curtailing this right will be upheld if "special circumstances" exist, making the rule necessary to ensure safety, maintain produc-

Our
Legal
Counsel
Says . . .
(NEWS OF NOTE TO TEAMSTER LOCALS)

tion or discipline, or to prevent alienation of customers.

Thus, for example, a prohibition of union stickers on hard hats was upheld where an employer was concerned about visibility in the dim light of its manufacturing facility.

Union key chains and similar items have been lawfully prohibited on the grounds that these items could drop into machinery or food products.

When a strike caused extreme fiction between employees, a ban on union insignia was upheld as a legitimate precaution against discord and violence. Under a similar rationale, an employer was allowed to prohibit buttons reading, "Don't Be A Scab," during a union's organizing campaign.

A leading Board case held that hotel employees' public contacts did not justify a ban on small, inconspicuous union buttons. But, in several cases involving stores and restaurants, courts have held that employers may prohibit the wearing of union buttons by waitresses, sales clerks, counter personnel and other employees who have frequent contact with the public.

In the Malta Construction case, all construction employees were required by the employer to wear bright orange, company-issued hard hats.

It issued the hard hats, the employer said, to facilitate identification of its employees on the construction site. If the company ran out of the orange hats, employees who had their own hard hats were permitted to wear them until the company's supply was replenished.

Employees were allowed to display union insignia and other stickers on their own hard hats, but only the company logo was permitted on those issued by the employer.

The company argued that the value of its hard hats would be diminished if employees were allowed to place union insignia and other stickers on them. It also was concerned that some employees would place vulgar or obscene stickers on their company-issued hats. Construction employees are occasionally required to direct traffic, the company said, and it did not want to be represented to the public by an employee wearing a hard hat with stickers on it.

The Board concluded that the identification function served by the orange hard hats did not justify a total ban on insignia and stickers. The employees worked outdoors in the daytime and there were no visibility problems on the jobsite. Moreover, the two stickers worn by the discharged employee did not significantly obscure the bright orange color of the hard hat

In dissent, Chairman Dotson argued that the employees had "ample alternative methods" of advertising their allegiance to the union. He noted, as an example, that employees had worn union T-shirts to work without employer objection.

This case is significant because it involved companyowned, rather than personal, property. The law remains that an employer may prohibit employees from wearing union insignia at work if the prohibition is justified by "special circumstances" such as safety, production, discipline or public relations concerns. But, as Malta Construction demonstrates, property interests alone do not outweigh employees' rights.

### MISSING



KERRIE LEE GRENIER

DATE MISSING: 7/6/80 FROM: New Bedford, MA DOB: 9/11/71 WHITE FEMALE

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EYES: Blue
HEIGHT:
WEIGHT:

HAIR: Long & straight



KIMBERLY ALICE KING

DATE MISSING: 9/13/79 FROM: Warren, MI DOB: 10/2/66 WHITE FEMALE

EYES: Blue HEIGHT: 5'4'' WEIGHT: 100+ HAIR: Brown

If you can identify these children or any other missing children, or if you want to help end this national tragedy of missing children or need additional information, please call:

1-800-222-1464

In Michigan, call:

(517) 764-6070

Provided as a public service by the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

and NATIONAL CHILD SAFETY COUNCIL





Teamsters
Back a Fighter
with
Easter Seals



For people with disabilities

THE JULY AND REPRESENTATIVES COUNTY

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## 286 Legislative Conference

**Polygraphs (Lie Detectors)** 

**Armored Car Legislation** 

**Fair Trade Wage Act** 

Issues Oriented, Action-Packed Sessions
Drive Home the Importance of DRIVE,
Legislative Involvement

#### THE PRESIDENT'S MESSAGE

he role of a Teamster leader is a learning process which never ceases to amaze me; regardless of how long any of us has been in this business, there is always something new about which to educate ourselves.

In recent weeks, several events have served to remind me that as leaders, we who serve the Teamster membership have a unique obligation to represent their interests in all forums. Whether it's an industry problem-solving committee, such as the one we're formulating for the baking industry; forming ties with our fellow and sister unionists, as we did at a recent CLUW policy committee session; or by mobilizing our own troops to be more aware and responsive, as we did at the recent IBT Legislative Conference, our role is one of coordination and education.

Our lives have become more complex, events surrounding our operations increasingly political.

The women from CLUW were no different than the legislators who addressed delegates at the two-day Legislative Conference. All stressed the enormous number of challenges and obstacles facing us today and urged concerted effort as the most effective way of working toward solutions.

Virtually every Congressman who addressed Teamsters at the Legislative Conference said the same thing. Regardless of which side of the fence they came from, all agreed that the challenges being posed by the Gramm-Rudman budget-cutting process and the enormous number of anti-union pieces of legislation now in Congress' hoppers are going to force all likeminded Teamsters, unionists

and politicians to work together.

This is an election year, all noted, and those Congressmen, Delegates, 34 Senators and Governors up for reelection are going to be seeking our votes. If ever we in labor had a last-ditch chance to make our voices heard, now is it.

It's time to write those letters, make those phone calls, and visit those legislators. The people you sent to Washington need to know their constituents' thoughts on key measures such as the Employee Polygraph Protection Act, proposed changes in Davis-Bacon and the Hobbs Act, Gramm-Rudman budget cuts, calls to completely deregulate trucking and the like.

If we don't speak for ourselves, what our legislative representatives have to say won't matter much.

Yes, this is an election year, and we in the Teamsters want to continue beefing up DRIVE.

We fully intend to harness the muscle your voluntary weekly checkoff contributions provide to get the word out to the membership, support legislators in all states who are sympathetic to labor's causes, and get an effective political education machine rolling.

We plan in the months ahead to mobilize our ranks at ALL levels—from the smallest township to major cities—and get every Teamster registered, as well as all the voting age members of their families.

Our retirees, we're proud to say, are for the most part already registered and taking an active part in the political process. We plan to use them as the vanguard of an effort to make Teamsters one of the single largest voting blocs in this country come fall.



**Jackie Presser** 

We can't deliver the message strongly enough. Our lives are being decimated by decisions being made daily by Congress, the Administration and those in government. Unless we mobilize now and take effective actions, we're going to continue paying for our shortsightedness with unemployment, factory closures and declining union membership.

I urge you to become an active partner in this process. First, join DRIVE and get on the weekly checkoff program, to afford the union the funds it needs to deliver our message effectively. Second, register to vote and acquaint yourself with the issues. Third, make this the year when you get active politically, speaking out by phone and letter to your legislators on problems that are important to us. Lastly, go to the polls in the primaries and for the fall elections. Your ballot is your greatest weapon against anti-union legislators. Together, we can turn things around.

Jackie Tusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



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ARNIE WEINMEISTER
Sixth Vice President
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Seattle, Wash, 98109
LOUIS F. PEICK
Seventh Vice President
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Chicago, Illinois 60607
JOHN H. CLEVELAND
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Eleventh Vice President
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450 Carson Plaza Drive
Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212 MICHAEL J. RILEY Fifteenth Vice President 1616 West Ninth St., Suite 300 Los Angeles, Calif. 90015 T.R. COZZA

#### Trustees

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285

Sixteenth Vice President 625 Stanwix St., Suite 1903 Pittsburgh, Pa. 15222







Jackie offers support, assistance

'86 Teamsters Legislative Conference

Seeks joint resolution of problems

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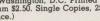
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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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## Teamsters '86 Legislative Conference Deals With Hard Issues; Challenges Delegates to Act Aggressively

egislative and political action are going to be the Number
One Teamsters' interests now and for the foreseeable future,"
Teamsters General President
Jackie Presser said on March
10, providing impetus for those gathered at the 1986 Teamsters
National Legislative Conference in Washington, D.C.

Attending the two-day legislative seminar were nearly 100 Teamster leaders. Invitees included top political strategists from the five Teamster area conferences and 44 joint councils. They were joined by representatives from the top 20 DRIVE 1985 contributory locals,

political activists all.

Attention at the session focused on key issues currently before Congress, most of which are slated to be decided in the

very near future.

Participants were apprised of the provisions of pending armored car legislation, the Employee Polygraph Protection Act, the Gramm-Rudman debate, plant closings legislation and proposed amendment of the Construction Industry Contract Security Act to require 'doublebreasted' contractors to apply the terms of their union collective bargaining agreements to both their union and non-union shops. They also got an update on the progress of proposed changes in the Hobbs Act.

Of special importance to Teamsters in the construction industry are proposed changes in Davis-Bacon. With budget-cutters urgently seeking ways to reduce the federal deficit, Secretary of Transportation Elizabeth Dole, in direct violation of one of President Reagan's campaign promises, has proposed a number of policy changes that could severely re-

strict Davis-Bacon protections for labor.

DOT has proposed, among other things, that the threshold limits on contracts to be covered by Davis-Bacon be increased to cover only those contracts over \$1 million. The Transportation Department has also proposed that the federal government discontinue paying the excess costs created by state prevailing wage rates higher than federal wage rates.

Attention also focused on several issues of continuing importance to the Teamsters, including renewed efforts to bring complete deregulation to the trucking industry, ongoing interest in taxing workers' fringe benefits as part of tax reform programs, and a number of efforts at the state legislative level to enact right-to-work laws. Teamster representatives noted that while the union helped successfully defeat a right-to-work bill in New Hampshire last year, a new fight has just begun in Oklahoma. In Idaho, we are continuing our efforts to overturn a right-to-work law enacted last year.

Caution, concern, vigilance and aggressive action in terms of phone calls, letter writing campaigns and input to our legislators were urged of these representatives by the Teamster leadership and all of the speakers who addressed the gather-

ing.

A number of Teamster speakers addressed the group including, in addition to Presser, IBT General Secretary-Treasurer Weldon Mathis, Southern Conference Director Joseph Morgan, IBT Vice President John Cleveland and IBT International Trustee Mitchel Ledet. Also on hand were Legislative Affairs Director David Sweeney, Gov-

ernmental Affairs Director Paul Locigno and DRIVE Executive Director Wallace Clements. Participants also heard from Safety and Health Director R.V. Durham and Human Services Director Father David Boileau.

Teamsters General President Jackie Presser focused attention squarely on the issues. Lauding DRIVE's success to date, he proclaimed, "Dave Sweeney, Paul Locigno and Wallace Clements with DRIVE will be what predicts the future growth of this International Union."

He pointed out that most IBT members and officers "do not know about Gramm-Rudman. They read about deregulation or read about the deficit, but do not understand what will happen. Most people do not know what a one percent increase in unemployment costs this country," he said. "Just one percent will cost the government \$39 billion dollars per year. It's an awesome figure, yet we do nothing about it; we really do not lobby on this issue.

"Right-to-work legislation, the tax bill, the illegal alien situation—these are things that affect everyone sitting here," he said. "If TWA flight attendants go on strike or a motor carrier such as Halls goes under, those things are political! Four and a half million workers out of work because of the impact of foreign products; that's political, too,"

he emphasized.

Noting that capitalists control the ballgame today, electing Congressmen and Senators, not blue-collar workers, Jackie urged them to change the status quo. "You need to be talking to your legislators, writing and calling your Congressmen," he urged. "Put heat on them on the issues that affect us.

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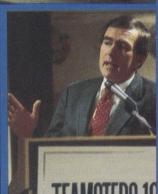
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#### **'86 LEGISLATIVE CONFERENCE**

"We have something they need," he added. "It's green and it spends. We need to find a way to concentrate our power and use it. We plan to spread our message far and wide," he added, using billboards, advertising, anything we can to spread the word.

Looking ahead, the Teamster leader announced that voter registration will be one of the Teamsters' new and most strongly pursued programs in the months to come, so that "we can make a difference—with dollars and with ballots!"

General Secretary-Treasurer Weldon Mathis made another strong pitch for aggressive DRIVE participation and effective political action in his remarks.

He cautioned against the concept of counting on 100 locals to bring in 1,000 members to provide DRIVE with the revenue it needs, warning that apathy could result among the rest of our locals, each of which might be inclined to say, "Let someone else do the work."

Reporting on a number of success stories around the country, Mathis noted that the 115,000-member Southern Conference of Teamsters has "more than 50 percent of those members that we have on the DRIVE weekly checkoff program. That means that there's more than 1.5 million somewhere else out there who aren't on the program yet."

He urged the delegates to explain DRIVE's importance and urge members to get behind the new weekly checkoff program. "Most local unions are participating in DRIVE," he noted, "but you are not supporting the program on the weekly checkoff for DRIVE in great numbers yet!" he said.

"Members in Atlanta are like every other member in the world; they don't like to give up a buck, but these fellows have a story to tell, and they do it really well, and the members understand.

"The labor movement in this country has lost over four million members in the last five years; papers want you to believe workers don't believe unions are necessary anymore," he chided. "That's not the case. Our members' jobs have gone to Mexico and South America and Korea and Japan and all the other foreign countries where companies can go and get workers to work for 50¢ an hour.

"There aren't any union jobs available for them!

We have lost more than 50,000 members in the motor freight industry in 1985; our membership is down like every other union's membership is down, not because people don't want to belong to unions, but because it's tougher and tougher under today's labor laws to negotiate a contract, and because the Asian countries are undercutting each other's prices to get ever cheaper labor and a larger share of the world producing market, attracting businesses away from each other, usually at American workers' and industries' ex-

"There's a lot for you to think about while you're here and an important message for you to take back home," he warned delegates in conclusion.

Southern Conference Director Joseph Morgan also urged attention to the issues, warning, "We will never see another time in our history when the problems are on the horizon like they are, not only with legislation in the hopper, but with legislative defeats. I think the work of this conference today will go a long way toward mediating some of these issues, if we are able to rally our forces and be prepared as a group.

"We are Teamsters first, last and always and we must preserve forever this union, in behalf of our members. I hope that we do our work well, because we're going to need every bit of political clout that we possibly can have this year," he said.

Vice President John Cleveland also cautioned that this was "probably the most important meeting you'll attend for some time.

"The rumor's going around that unions are dead or dying. The newspapers are taking up the cry and now there's kind of a three-prong thrust at you," he said. "They're trying to take it away from you at the bargaining table with concessions. If that doesn't work, they try the right-to-work angle. If they miss you there, they come to the legislators and try to get them to pass laws to hamstring you."

Cleveland commented, "They woke up a sleeping giant with this DRIVE. A lot of drivers out there, instead of giving a dollar a week, would give twenty a week just to have their jobs back now."

He urged those in the audience to keep up the pressure.
"You're going to have to do your part, too—put pressure on them up on the Hill," he said.
"Whether you like it or not, you'll have to take up politics."

IBT International Trustee
Mitch Ledet issued much the
same call. Noting the impact
that DRIVE can have today in
terms of political support, now
that it's on a firm financial footing, he acknowledged the difference an infusion of DRIVE
funds had made in helping the
Teamsters elect a new mayor in
New Orleans recently, who is
friendly to Teamsters' interests.

Pointing out that Louisiana has one of the highest unemployment rates in the nation and that oil prices are declining weekly and even daily, Ledet reminded the group that President Presser had predicted that if the Gramm-Rudman bill cuts come through as they were proposed, there well could be a revolution.

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"I predict that there will be a revolution in my state! Our state has almost a billion dollar deficit for next year already. You're talking about serious business; this is serious—not only in my state, but in oil states like Texas and Oklahoma as well," he noted. He urged aggressive, militant political action as the key to effectively policing our members' interests on Capitol Hill and in the state capitals.

**DRIVE Executive Director** Wallace Clements had both good and bad news for conference attendees: the good news, that DRIVE is growing monthly and has an immediate goal of getting the first 100,000 members signed for the weekly checkoff program; the bad news was that, at year end, the union was narrowly beaten out for Number One PAC honors by the Longshoremen's Union, which staged a December end-run to win that spot after trailing the IBT for a number of months during 1985.

"With the men and the women in this room today, I hope that you'll say we're going to be Number One this year," he noted. "For us to be Number One, the only thing we have to do is just have 100 locals out of our nearly 700 commit to the General Executive Board that they'll go back and get 1,000 men and women in their local unions to pay one buck a week. If they will do that, that would be \$5.2 million a year, which would give the union \$10 million every other year to use in these races. There is no reason in the world we can't do that,' he asserted.

Clements concluded by say-

ing the General President didn't want any halfway successes. "I know that if you men and women here will just invite us in to sit down with your stewards and tell them the things that are happening to them, then we'll be able to get them on this card for a minimum one buck a week. If we can do that there will be no way any international union can catch us in the future," he asserted.

Governmental Affairs Director Paul Locigno also lent direction to the session by ticking off the important issues facing the group, among them budget overhaul, tax reform, armored car legislation, the potential sunsetting of the Interstate Commerce Commission, threats to Davis-Bacon, problems with Gramm-Rudman, action on double-breasting and trade problems.

"The list is endless," he said.
"Gramm-Rudman is going to affect you greatly; all of its cuts will indirectly or directly affect your membership and their families," Locigno noted. "We're going to have budget cuts for retirees' housing, GI loans, and Social Security or disability denials of benefits wherever

possible. Everybody's looking to cut the budget and they're going to do it where they can take the path of least resistance. We've got to make sure it's not going to be on the backs of Teamsters, our members, their families or our retirees."

IBT International Trustee R.V. Durham, also Safety and Health director for the Teamsters, discussed a number of issues facing the trucking industry and the IBT safety-wise, among them Senate bills 1903 and 1904, the Commercial Motor Vehicle Safety Acts of 1985.

Durham also addressed the Teamsters' concerns with the Trucking Competition Act of 1986, which calls for total deregulation of the trucking industry and sunsetting of the ICC between now and 1990, in all sectors except moving and storage.

Teamsters weren't the only speakers on hand. Quite an assemblage of federal and governmental dignitaries also attended, including Congressman James Howard (D-NJ), chairman of the House Public Works and Transportation Committee, and Congressman William H. Gray, III (D-PA), chairman of the House

#### HOW WOULD YOU LIKE IT?

Proponents of drug testing as a way of identifying reliable employees, inside or outside of government, just received a graphic example of what such testing entails.

The guinea pig was Rodney Smith, a member of a commission pushing mandatory federal drug testing.

Smith was about to testify on March 18 before a House subcommittee when he was asked, much to his surprise, by Chairman Gary Ackerman (D-NY) for a urine specimen.

Ackerman's aides then deposited a three-inch specimen bottle on the witness table.

Ackerman directed Smith "to go to the men's room under the direct observation of a male member of the subcommittee

staff" and fill the bottle.

The stunned Smith,  $\alpha$  member of the President's Commission on Organized Crime, refused, calling the move  $\alpha$  "cheap stunt."

The commission wants mandatory drug testing for all federal employees and has urged private employers also to order such tests. Such random spot checks are also being considered for the trucking industry as part of truck safety legislation proposed by Senator Danforth.

"In your letter to me inviting me to come testify about drug testing...this was not mentioned," Smith responded.

Said Ackerman, "I thank you for very eloquently proving the point that we set out to prove."

#### '86 LEGISLATIVE CONFERENCE

Committee on Budget, both of whom gave their candid views on pending legislation such as Gramm-Rudman, construction funding and the need for political activism in an election year to lend our voice to the debates

and decision-making.

Congressman Tommy F. Robinson (D-ARK), a member of the Committee on Small Business and legislative sponsor of the Teamster-supported Fair Trade Wage Act anti-imports legislation, was a special hit with the group. Describing how imports have eroded industries and jobs in his state, Robinson spoke of the need for effective trade policies and urged Teamster write-in support to ask their own legislators to get behind the potentially effective remedy he has proposed.

Also addressing them were Special Assistant to the President Merlin Breaux and Deputy Under Secretary William J. Maroni from the Office of Congressional Affairs at the Department of Labor. Political consultant and former White House Political Director Edward J. Rollins also attended, and did a little off-the-record odds-making on the Senatorial and gubernato-

rial races this fall.

House Labor-Management Relations Subcommittee Labor Counsel Fred Feinstein and Senate Labor Committee Labor Counsel Kevin McGuiness, representing both sides of the political fence and both houses of Congress, also were on hand.

They engaged in a rousing and informative round table discussion on armored car, polygraph, Hobbs Act provisions and double-breasting bills with IBT attorneys Wilma Liebman

and Joseph Santucci.

Also participating in the twoday program were Teamster tax attorney John Ward from the firm of Dow, Lohnes and Albertson, and Senate Finance Committee staffer Larry Atkins, both of whom discussed the potential impact of the Tax Reform Act of 1986.



### TEAMSTERS AND BAKING INDUSTRY FORM A **JOINT LABOR CONFERENCE**

eamsters from the National Bakery Conference joined members of the **American Bakers Association** and the Independent Bakers Association in Washington, D.C., on March 12, to discuss the possibility of setting up a labor/ management relations group for the baking industry nationwide.

Acting on a proposal by these groups, Teamsters General President Jackie Presser reached out for leaders from the Teamsters Bakery Conference, U.S.A. and Canada and key Teamster bakery locals to bring about this meeting.

During the morning session, pertinent problems within the baking industry were detailed as they involve bakery driver/ salesmen everywhere.

Much of the discussion centered on the need for cost containment in terms of health and welfare funds and, on a separate issue, the high cost of replacing lost pallets (a \$50 million dollar figure was used).

The two baking associations share with Presser the feeling that it's very important for the

three groups to work together as a team in organizing and establishing the cohesive and productive "Baking Industry and Teamster Labor Conference" they envision.

This group will provide a forum for the Teamsters and industry leaders to discuss problems in an atmosphere free of the pressures associated with the collective bargaining table.

This new organization will identify and discuss areas of local, regional or national concern to both the Teamsters and

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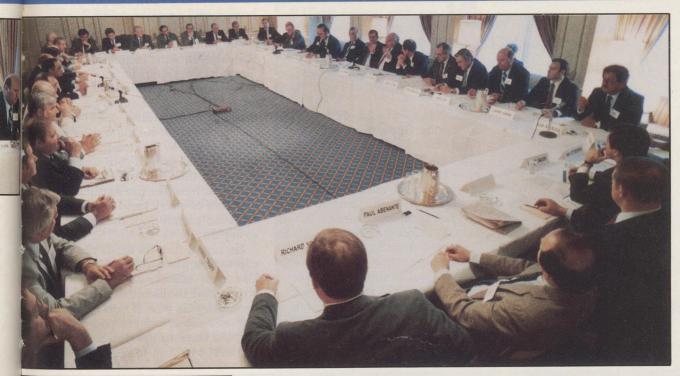
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industry management.

Participants also will try to set goals and objectives of mutual interest. As one of the union representatives said, "Some of our biggest problems must be talked about during the term of the agreement and not at negotiations. Our members need to be conditioned for any changes that might result."

The Teamster leader pledged that the International's staff would be available to help in the effort to reduce costs and said he will ask all IBT depart-

ments to cooperate.





General President Presser and V.P.'s
Friedman and Cox were among a
Teamster contingent of 19 on hand for the formation of the labor conference.
Here, he confers with Teamsters Bob Meidel and Cal Hetrick.

this committee; this way for the Teams out," Presser said.
Through cooperation, the Teamsters Bob

le.

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Presser was selected as the honorary chairman for this new conference. He will be joined by 12 representatives from the Teamsters and the baking industry.

Now that it's off the ground, group members are expected to sit down in the near future to begin studying the problems and suggesting acceptable solutions. Meetings will be held several times a year to ensure the best impact and success for all involved.

The Teamsters' Presser,

joined by other Teamster leaders, is very much concerned over the future of the baking industry. All share the feeling that establishment of this new group is the most effective way of safeguarding the health and stability of involved Teamster local unions and our member bakery driver/salesmen.

"Much can be gained with this committee; this is a great way for the Teamsters to help

Through cooperation and collaboration, the Teamsters and management hope to work together to solve such problems as driver safety, pension plan withdrawal liability, potential drug abuse and inventory control of baskets and trays.

As an example of the problems they hope to tackle, representatives of the American Bakers Association showed a video to participants entitled, "Control of Missing Baskets and Trays (COMBAT)."

This video detailed several steps the baking industry has initiated within the past year in its attempts to control and resolve an ongoing problem with missing bread trays.

It is hoped that the Baking Industry and Teamster Labor Conference, working in concert with Teamster locals and our driver/salesmen members, can find effective solutions to such problems.

Other participants at the meeting included International Vice President Harold Friedman, International Vice President Jack Cox, Assistant to the General President Robert Flynn, American Bakers Association Chairman of the Board R. Jack Lewis, and Independent Bakers Association Chairman of the Board Richard Z. Graham. Also attending were IBT Bakery Conference Director Robert Meidel and President David Torre.

Teamster leaders present agreed with management representatives that this concept is an excellent idea and represents a unique approach to solving our mutual problems. All spoke optimistically and enthusiastically about conducting similar meetings periodically in the future.

Leadership
Academy
Arms
Teamsters
to Face
Challenges
of
Representation

ers from across the U.S. were among the group welcomed to the second session of the Teamsters Leadership Academy, held at IBT headquarters the week of February 25.

Art Kane, director of the IBT Education Department, summarized the program's goals, noting that the course's basic purpose was to extend educational services to all affiliates, including IBT locals, the joint councils and the area conferences. Kane also detailed the content, goals and other particulars of the week-long course.

First goal of the newly developed leadership course was to expose new Teamster leaders, especially those elected in 1984 and 1985, to the services available from the IBT. Successive

courses will expand on these basics and be open to all Teamster officers.

A special guest at the opening session was Teamsters General President Jackie Presser who, in welcoming participants, urged them to go through the building, meet all the department heads and staff people here to service the membership and gain a real understanding that this International Union is here for the explicit purpose of servicing 1.9 million working people, our members, every day.

He noted that as labor union representatives, these new Teamster officers have thousands and thousands of people "counting on you. If you figure out how many people you have in your local union and multiply that by three to a family,



you'll understand that you're responsible for what's going to happen to those people that you represent 40 hours a week, 52 weeks a year, with a new contract every three years," he noted.

Asking a couple of rhetorical questions, this Teamster succinctly summarized why developing such educational seminars has become a priority interest of the Teamsters.

"I'm sure you know all of the laws and understand the ramifications of operating in the labor society of America today,"

he hypothesized.

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"I know everybody here can recite what the Landrum-Griffin Act pertains to and what it means to you and your membership. I know you all know about the Hobbs Act and what the laws are. I'm sure you understand what penalties you'll be facing if, by mistake, one of your members punches somebody in the nose. I know you know about fiduciary responsibilities and understand that every time you sign a check for a raffle or a clambake or a dance or some type of fund-raiser, you may be taking the chance of going to jail.

"And I know you're all very smart when it comes to the monetary system and understand that as a union official you may be responsible for a one million dollar pension fund reserve, a two million dollar health and welfare reserve, and a treasury of half-a-million dol-

lars or \$100,000.

"You know what the laws are with respect to those deposits; you understand what it means to be transacting bonds and other securities; you understand the surety system for surety bonds within your local union.

"You all know all that, don't you?" he queried. "Because that's what our government says you ran for election for. And I know that all of you understand the legal profession, because the only people that you're going to be negotiating against are attorneys. I know

#### **Participants**

mong the participants in the latest Teamsters
Leadership Academy

• John F. Murphy, Teamsters Local 122, Boston, Massachusetts;

• William D. Gross, Local 250, Pittsburgh, Pennsylvania;

J. Michael Cserepes, Local
 313, Tacoma, Washington;

• Edward G. Conway, III, Local 322, Richmond, Virginia;

• Chester Kelley, Local 371, Rock Island, Illinois;

• Walter A. Lytle, Local 414, Fort Wayne, Indiana;

Richard L. McKelvey, Local
 428, Steubenville, Ohio;

• Dominic Garcia and Terry Toler, Local 439, Stockton, California:

Michael Marco, Local 445,
 Yonkers, New York;

Roy Rogers, Local 519,

Knoxville, Tennessee;

• Edward J. Johns, Local 571, Lorain, Ohio;

• Thomas J. Robidoux, Local 671, East Hartford, Connecticut;

 Rosemary Hayes, Local 844, Waterloo, Iowa;

• Jerry L. Laird, Local 857, Sacramento, California;

Robert L. Lackner, Local
 872, Charleroi, Pennsylvania;

• Murphy E. Wicker and Bobby F. Hannah, Local 891, Jackson, Mississippi;

• Steven E. Green and Edward G. Suarez, Local 919,

Houston, Texas;

 Gerold G. Scott and Edward Mireles, Local 952, Orange, California;

William T. Luddy, Local
 983, Pocatello, Idaho; and

• Leonard Smith, organizer for the International Brother-hood of Teamsters.

there's no worry in your mind that when you sit down and negotiate a pension contract or an exclusion contract, that you don't have to worry that you've done something wrong.

"That's just the icing on the cake," he emphasized, pointing out that teaching Teamsters about these functions of their role as officers was the key

goal of the course.

The General President urged these Teamsters not only to study the course materials and assimilate the information offered, but to follow up by pursuing an aggressive political action program at home, especially in regard to the imports question and other legislative maneuvers that are denying workers their jobs.

Pointing out that these are perilous times for the labor movement, he exhorted these Teamster leaders to become a part of the solution—utilizing

the tools, departments and services available to them from the IBT to change the status quo.

Participants at the session completed the same intensive course that their predecessors had, studying an array of legal issues, the fundamentals of organizing, an array of up-to-date bargaining and representation techniques, and learning about the many tools being employed by management in its efforts to keep workers content enough to stay unorganized.

In addition to instruction from Education Director Art Kane and Assistant Director Sally Payne, the group also gained many new insights from a number of department representatives including those from Legal, Organizing, Economics, Out-of-Work Benefits, Investments, the Teamster Affiliates Pension Plan, Governmental Affairs, Legislative and DRIVE.

### CLUW Hosts Policy Session at IBT; Jackie Discusses Joint Concerns

he Officers Council of the Coalition of Labor Union Women, on which Teamsters Local 743 Trustee and Business Representative Clara Day sits as a national vice president, was recently invited to hold its March 13 executive policy session at IBT headquarters in Washington, D.C.

During the day-long conference, members of the 15-person council planned, among other items on the agenda, the final details for the upcoming "Working Women's Awareness Week." This first-ever national celebration of working women's concerns and needs is being sponsored by CLUW and is slated to take place from May 4-10.

During that week, CLUW is encouraging its members and all labor union women to engage in a variety of efforts to raise North Americans' consciousness about myths and stereotypes that have hindered women's full equality of opportunity in the workplace and society.

They also hope to recognize the past and present contributions of working women and to show unorganized working women that CLUW and the labor movement are the leading voices for all working women.

During their meeting, the group also shared their concerns as unionists with Teamsters General President Jackie Presser.

CLUW President Joyce Miller, also a vice president of the Amalgamated Clothing and Textile Workers Union, welcomed General President Presser to the session and introduced him to participants, noting that since he is a lifetime member of CLUW, it was a special pleasure to have him join the officers during their deliberations. (A sizable number of Teamster women also are members of this unique labor coalition.)

During their discussions, Jackie pointed out that the

Teamsters, especially in Ohio, have always been responsive and supportive of our women members and had, in fact, found women to be among the most dedicated and enthusiastic of the union's ranks during organizing drives, as part of the extensive Ohio network of ladies auxiliaries and as mainstays of the work force. "I'm very familiar with the many activities of working women," he noted.

The Teamster leader noted that his recognition and utilization of the talents of women has continued as the union's leader.

He pointed out proudly that during his term of office, he has not only put the first woman in as an International "General," referring to first ever female Organizing Director Vicki Saporta, but had also installed a number

Participants at the CLUW session hear from the Teamsters' Presser, a CLUW member. Attending the session with CLUW President Joyce D. Miller were: Paula O'Conner, AFT; President Emeritus Olga Madar, UAW; Barbara Berger, UAW; Cynthia McCaughn, OPEIU; Vice President Evelyn Dubrow, ILGWU; Vice President Clara Day, Teamsters; CLUW Executive Director Lee Levin; Pat Scavelli, UFCW; Vice President Anna Padia, TNG; CLUW Recording Secretary Lela Foreman, CWA; and CLUW Treasurer Gloria Johnson, IUE. Also attending was IBT Vice President Maurice R. Schurr.



of talented, capable females in other IBT departments, among them Research, Communications and Education, lauding the acknowledged "success created by their departments."

Reminded of a remark he'd made previously, Presser acknowledged, "Teamster women are tough; they're tough and they're bright." His prediction was that more women would find their way into the union and leadership ranks.

#### **Working Together**

During the session, the CLUW council took the opportunity to ask for continuing Teamster support on two fronts: one legislative, and the other, in terms of moral and financial support of CLUW.

On the first, CLUW officers noted that the Teamsters have already voiced support of their efforts to help get the Civil Rights Restoration Act passed by the Senate Rules Committee and enacted, to continue important basic protections for workers.

These rights have been jeopardized since the Grove City court decision, from the standpoint that institutions which discriminated in the past will continue to do so, based on that decision, which allows them to continue getting federal funding. Effective countering legislation is the only answer.

Members of the group, while strongly laudatory of the IBT legislative staff's continuing pledge of support, urged a strong, united stance to sway the opinions of the five Senators in whose power the fate of the measure lies.

Perhaps one of the most positive things to come out of the session was Presser's firm call for coalition efforts on such issues in the future. "I hope you're not saying to me that you feel you have to wait until once a year to come here and ask me to have our people work with you, because if that's true, we can stop that now!" he said.

To their consensus that they

knew such support was available, Presser responded with a strong appeal to the group to approach the Teamsters with any legitimate legislative problems they have, regardless of whether they are in the AFL-CIO, the Auto Workers or any other group.

"Immediately contact my office and I'll see to it that you get help," he stressed. "Somewhere, on most issues, we can reach out to friends in Congress and get the help we need," he reminded the group. "I'd appreciate it if you'd take the time, when you're on a project and you're with the AFL, to drop me a note, and you'll find that somebody in our organization will find a good contact. We would be happy to put our support behind these worthwhile projects. That's the key," he said.

#### **Legislative Onslaught**

Jackie proudly noted that the Teamsters' political organization, DRIVE, is one of the top rated PACs in the U.S. today, taking in a quarter million a month and still growing. He added that the Teamsters' political activities are bipartisan and span the spectrum of interests.

"Regardless of this Administration, we're not happy with what Metzenbaum and Kennedy did to us on deregulation; we're not happy about the Landrum-Griffin Act; we're not happy about ERISA; we're terribly upset about the ICC. The regulatory systems that they're destroying are destroying organized labor," he said.

"Democrats and Republicans alike are having a field day tearing down organized labor," he pointed out.

It was Jackie's feeling that meetings such as this CLUW session are enlightening because they let him hear the words, "We need more help on legislation," and open the lines of communication between our groups.

"We'll be happy to do it, everything we can," he pledged. "We'll do it together.

"This is a strong organization; we're 83 years old this year. We have plenty of money; we have plenty of membership. We need you; I'm very strong on that. We know how to run a union, but without an army out there, what good is it?" he queried.

#### 'Let's Join Forces'

In another area, CLUW President Miller took the opportunity to petition the Teamsters Union to urge its members, especially its women, to join CLUW in increasing numbers.

In terms of "what you said about coalitions, CLUW is really the only place in the whole American trade union movement that has, to my knowledge, AFL-CIO affiliates, Teamsters, Mine Workers, Teachers and UAW members together." she noted.

"Whatever jurisdictional battles there are going on, when CLUW holds a meeting, that stops outside the door. We only deal with issues that we feel are of primary concern to working women," she said, in asking for a union commitment to increasing Teamster involvement in CLUW.

To her request that "we would like very much to work out some kind of mechanism to increase the number of Teamster women among our 18,000 dues-paying members," Jackie urged Miller to forward a formal request for this to him so that the Teamsters' General Executive Board could formally entertain the motion for adoption.

The session ended on a high note, with the Teamster leader encouraging the group to further solidify its base financially and in terms of growth.

The group was also hosted by Teamster leader and CLUW Vice President Day at a luncheon in CLUW's honor at IBT headquarters.

## IBT DRIVE Program Has Big Plans for '86 Elections; Our Help Can Make the Dreams Reality

anning out to points
north, south, east and
west in recent weeks,
DRIVE representatives have
been working hard at a just established target—getting the
first 100,000 Teamster members
signed for the weekly DRIVE

checkoff program.

That very attainable goal was announced publicly at the IBT Legislative Conference last month. If reached, it could afford DRIVE the incredible sum of \$5.2 million dollars over a year's time, with which to get involved in the important 1986 Congressional, Senate and gubernatorial races.

Last year, with the checkoff just negotiated, the union raised more than \$1 million through our revitalized political

action committee.

Thus, it would seem that this new target, which would cost any participating Teamster a meager \$1.00 a week, is no pie-in-the-sky ambition.

Wallace Clements warned Teamster leaders at that session, held in Washington in mid-March, against the apathy that setting such a goal could

engender.

"The issues in Congress facing us right now are too important for any of us to say, 'Oh, they only want 100,000 people; let somebody else sign them.' We all have to get involved and get everybody we can on this program if we're going to have the voluntary political contributions we need to make a difference in the primaries and the fall races!" Wallace emphasized, urging vigorous support of the program in the immediate months ahead.

DRIVE representatives in the field are well aware of that target and have set their sights on

achieving it in the weeks and months ahead.

While the list of DRIVE representatives' visits in the past month is too long to detail entirely, suffice it to say that no U.S. IBT conference region escaped attention. Each received at least one in-depth visit by

DRIVE personnel.

Teamsters Local 741 began actively supporting DRIVE's new programs last year. There, Local 741 Trustee and Shop Steward David Baskett has been assigned by the local's secretary-treasurer, Jeremiah F. Lavell, to spearhead the drive for DRIVE, with an initial goal of 1,000 new members.

Baskett is being assisted by IBT DRIVE Representative Charlie Murphy, who has been out at the local several times to make the DRIVE pitch to the membership and visit individual shops.

With the entire executive board of the local behind the program and participating in it, Murphy quickly found enthusiasm growing. "This is remarkable," he notes, "considering that the economy is down in the Pacific Northwest generally and Local 74l and its sister locals have all been experiencing layoffs as a result. It sure didn't stop the support from pouring in."

The importance of political action was brought home for these Teamsters early on.

Shortly after the intensive mobilization drive began, a coalition effort by Local 741, Joint Council 28, the Western Conference of Teamsters and IBT DRIVE was successful in stopping potential legislation that













Local 391's DRIVE participation efforts yield 2,000 new cards for the program.

would have introduced intrastate trucking into the Washington State area.

Local 741's Lavell credits the interest sparked by DRIVE's Murphy at various terminals for making it "that much easier for members of Local 741 to contact their state legislators, opposing this legislation, which would have drastically affected all carriers in the Washington State area.

Local 741 Teamsters have since visited Teamster shops of virtually every type during their organizing drive.

On one recent Saturday morning, drivers for many of the companies now involved with the DRIVE weekly checkoff program assembled in front of the King Dome with their rigs to demonstrate their support for DRIVE and opposition to the intrastate deregulation proposal.

Present were drivers from Consolidated Freightways, Transcon, Silver Eagle, Milne, Oak Harbor Freight Lines and NW Transport Service, to name just a few. Response from

Teamsters at the Port of Seattle and elsewhere has been just as enthusiastic.

#### 'We Are Family . . . '

Teamster pride was really demonstrated by this gathering, since 18 members participating all belonged to one family. Teamsters all, they joined with Local 741 President Lavell to keep the DRIVE spirit high.

The brothers, uncles and cousins of the Gasca/Guerreros/ Pardos family are all active Local 741 members and proud DRIVE members, and work for eight different companies that have Teamster contracts.

Their spirit is evidenced best by young Jennifer Pardo, daughter of CF Teamster Mike Pardo; she sported for this occasion her very own, "My daddy is a Teamster" sweatshirt. With spirit such as that being demonstrated by this family, we're betting it won't be long before Local 741 reaches its 1,000 member DRIVE goal. (They got 18 cards right here!)

From Local 391 in Kernersville, North Carolina, to Local 600 in St. Louis, Missouri, and Local 612 in Birmingham, Alabama, to Local 413 in Columbus, Ohio, the response has been the same: enthusiastic and eager.

Local 391's been involved in an aggressive campaign for weeks now, visiting UPS terminals in Burlington, Greensboro and Winston-Salem, as well as other Teamsters around the state, to sign new members for the weekly checkoff.

The result of this intensive effort by Local 391 Recording Secretary Russ Hogan and a dedicated team of DRIVE representatives was the recent presentation by Local 391 Secretary-Treasurer Bruce Blevins of 2,000 new DRIVE weekly checkoffs to DRIVE Director Wallace Clements! Obviously, Eastern Conference affiliates are getting onboard.

In the Midwest, Central Conference territory, Teamsters Local 600 is continuing its recently

#### DRIVIN' ON

initiated efforts for DRIVE. Officers have emphasized DRIVE at both stewards and general membership meetings, urging Teamsters, where eligible, to switch over to the new weekly checkoff. Negotiating weekly checkoff language into new contracts is another priority here.

Yellow Freight steward Jim Kimbrill was one who took the message to heart. He put in a lot of effort, this local's officers say, and succeeded in getting 92 DRIVE cards from among the city drivers at Yellow. St. Louis B&R city drivers at the piggyback ramp are also 100% behind DRIVE now.

Also in the Midwest, there was real cause for celebration when Teamsters Local 413 of Columbus, Ohio invited DRIVE representatives to make their first-ever presentation to these

Teamsters for the national DRIVE program recently.

DRIVE Director Wallace Clements personally chaired this session before a group of Local 413 stewards and members at the invitation of the local's officers.

Word quickly spread through the ranks as DRIVE Representative Bob Profitt and others visited the docks and terminals, such as the one at Jones Truck Lines. The result of an aggressive campaign: more than 1,000 cards have already been signed!

The Southern Conference, always a strong DRIVE program supporter, is continuing its pattern of success, too.

In SCT territory, IBT Vice President Don West invited DRIVE personnel to his home local, Local 612 of Birmingham, Alabama, to make the pitch for the switch by his members to the weekly checkoff program. DRIVE Director Clements and IBT Governmental Affairs Director Paul Locigno were both on hand with West for the stewards' meeting that kicked off the campaign.

This group also got a glimpse of election year politics in action and was reminded of one of the real purposes of DRIVE, as they heard from Congressman Richard Shelby and his wife. Congressman Shelby is running for the Senate in Alabama this year and was there to solicit Teamsters' support for his campaign.

DRIVE is the mechanism allowed by the federal election laws that enables us to donate our dollars and our support to candidates who support labor's interests.

The DRIVE department reports that another 1,000 cards resulted from Local 612 Teamsters' enthusiasm and dedication to the cause.



### Financial Report 1985



4301 Connecticut Avenue N.W. • Washington, D.C. 20008 • 202/966-6602

30 North LaSalle Street • Chicago, Illinois 60602 • 312/368-0500

Members of the American Institute of Certified Public Accountants

### INDEPENDENT AUDITORS' REPORT

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America
Washington, D. C.

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1985 and the related consolidated statements examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Thomas Havey & G.

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# International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. Consolidated Balance Sheet As at December 31, 1985

|  | GENERFU           |
|--|-------------------|
| Assets   | Lia               |
| Cash   | \$ 9,497,077 Lie  |
| Accounts Receivable—(Less \$413,045 Allowance for Doubtful Accounts) | 6,685,816 Acc     |
| Inventories  | 955,317 Acc       |
| Accrued Income   | 843,785           |
| Prepaid Expenses   | 374,949           |
| Investments—Book Value (Market Value \$55,761,657) (Note 1)          | 56,011,701 Fun    |
| Fixed Assets—(At Cost, Less \$21,124,565 Accumulated Depreciation)   | 33,403,840 Und    |
| Deposits   | 399,197 Pub       |
| Total Assets—General Fund  | \$108,171,682 Tot |
|  |                   |
|  | DEFEN FU          |
| Cash   | \$ 17,747,193     |
| Accrued Income   | 748,344           |
| Investments—Book Value (Market Value \$67,409,151) (Note 1)          | 71,152,174        |
| Total Assets—Defense Fund  | \$ 89,647,711 Tot |
|  |                   |
|  | COMBIN FI         |
| Total Assets—Combined Funds  | \$197,819,393 Tot |
|  | <u> </u>          |

#### **Notes to Consolidated Financial Statements**

#### 1. Summary of Significant Accounting Policies

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees and out-of-work benefits, which are recognized on the cash basis of accounting.

Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted for amortization of premium and discount.

Depreciation—Land, building, improvements and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed over the estimated useful lives of the related assets by the straight-line method.

#### 2. Tax Status

The Internal Revenue Service has advised that the International qualifies under Section 501 (c) (5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

#### 3. Fixed Assets

Fixed Assets

At December 31, 1985, fixed assets consisted of:

Land at headquarters building
Headquarters building
Other fixed assets

54,528,405

Less: Accumulated depreciation (21,124,565) \$33,403,840

#### NE FUND

,317

,785

,193 ,344 ,174 ,711

393

er-

αx

1,117 2,882 1,406

3,405 1,565)

,840

| Liabilities and | Fund | Balances |
|-----------------|------|----------|
|-----------------|------|----------|

| 7,077 | Liabilities |
|-------|-------------|
| ,816  | Accounts P  |

| Accounts Payable | \$<br>2,797,716 |                 |
|------------------|-----------------|-----------------|
| Accrued Expenses | 108,090         | \$<br>2,905,806 |

#### ,701 Fund Balance—Exhibit B

|      |                                  | 104 550 400 |  |
|------|----------------------------------|-------------|--|
| ,840 | Unappropriated                   | 104,558,499 |  |
|      | Public Fundament Assistance Fund | 707 377     |  |

| ,197 | Public Employees' | Assistance Fund  | 105,265,876   |
|------|-------------------|------------------|---------------|
| ,682 | Total—Liabilities | and Fund Balance | \$108,171,682 |

#### FEN FUND

| >          |                   |               |
|------------|-------------------|---------------|
| Total Fund | Pelengo Fubibit C | \$ 89,647,711 |

#### BIN FUNDS

| 2 | Total—Combined | Formale. | \$197,819,393     |
|---|----------------|----------|-------------------|
| 3 | 10tgl—Combined | Funds    | <br>\$137,013,030 |

#### **Notes to Consolidated Financial Statements**

Depreciation expenses for the year ended December 31, 1985 totalled \$3,644,427.

#### 4. Retirement and Pension Plans

The International provides retirement benefits for employees of the International and the Building Corporation. Contributions to the plan are based on the advice of consulting actuaries and amounted to \$2,873,981 for the year ended December 31, 1985.

At January 1, 1985, the date of the latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$43,234,677 and \$3,374,877, respectively, and the net assets available for benefits were \$57,972,483. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 6%.

Pursuant to a resolution at the 1961 International Convention, a multiple-employer pension plan was established for officers and employees of the International's affiliates. Contributions to the plan, which amounted to \$12,778,554 for the year ended December 31, 1985, are computed by actuaries and approved by the General Executive Board of the International, in accordance with the authority delegated to the Board by the Trust Agreement.

At January 1, 1985, the date of the latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$340,481,193 and \$22,596,281, respectively, and the net assets available for benefits were \$331,714,859. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 6%.

#### International Brotherhood of Teamsters,

#### Chauffeurs, Warehousemen and Helpers of America, **Teamsters' National Headquarters Building Corporation and**

Teamsters International, Inc.

#### Consolidated Statement of Income, Expenses and Changes in Fund Balance **General Fund**

| Year Ended December 31, 1985                          |               |                |
|---|---------------|----------------|
| Operating Income                                      |               |                |
| Fees  |               |                |
| Per Capita—Members                                    | \$ 74,793,296 |                |
| Initiation  | 626,058       | \$ 75,419,354  |
| Other Income  |               |                |
| Sale of Supplies                                      |               | 521,129        |
| Total Operating Income                                |               | 75,940,483     |
| Operating Expenses                                    |               | Charles and a  |
| Defense Fund (See Exhibit "C")                        | 7,670,308     |                |
| Teamsters Affiliates Pension Fund (Note 2)            | 12,778,554    |                |
| Intl. Fed. Chem., Energy & Gen. Workers Unions        | 100,000       |                |
| Organizing Campaign Expense                           | 7,043,439     |                |
| National Master Freight Agreement                     | 577,946       |                |
| Retirement and Family Protection Plan (Note 2)        | 2,873,981     |                |
| Administrative, Office and General                    | 19,260,286    |                |
| Magazine—"International Teamster"                     | 5,407,335     |                |
| Legislative and Political Education                   | 1,634,449     |                |
| Communications  | 2,390,674     |                |
| Legal Fees, Expenses and Related Costs                | 1,737,960     |                |
| Judgments, Suits and Settlements                      | 257,475       |                |
| Divisional and Departmental                           | 17,623,838    |                |
| National Headquarters Building                        | 3,687,789     |                |
| Branch Offices  | 135,589       |                |
| Supplies for Resale                                   | 446,474       | 83,626,097     |
| Net Loss from Operations                              |               | ( 7,685,614)   |
| Financial Income—Net                                  |               | 6,990,186      |
| Other Income (Expense)—Net                            |               | ( 777,489)     |
| Excess of Expenses Over Income                        |               | ( 1,472,917)   |
| Fund Balance  |               | ( 1,4/2,31/)   |
| At January 1, 1985                                    |               | 106,738,793    |
| At December 31, 1985                                  |               |                |
| At December 31, 1965                                  |               | \$105,265,876  |
|   |               |                |
| International Brotherhood of Teamsters,               |               | Exhibit "C"    |
| Chauffeurs, Warehousemen and Helpers of A             |               |                |
| Statement of Income, Benefits and Changes in Fu       | nd Balance    |                |
| Defense Fund  |               |                |
| Year Ended December 31, 1985                          |               |                |
| Income  Des Comitée Companii Found (Son Forbible "P") | ¢ 7 070 000   |                |
| Per Capita—General Fund (See Exhibit "B")             | \$ 7,670,308  |                |
|   | 7,946,793     | ¢ 15 402 645   |
| Loss on Foreign Exchange                              | (214,456)     | \$ 15,402,645  |
| Benefits  |               |                |
| Out-of-Work Benefits                                  |               | 10,096,160     |
| Excess of Income Over Benefits                        |               | 5,306,485      |
|   |               |                |
| Fund Balance  |               | 01.011.000     |
| At January 1, 1985                                    |               | 84,341,226     |
| At December 31, 1985                                  |               | \$ 89,647,711  |
|   |               | Marchael House |

Exhibit "B"

## U.S. Non-Rubber Shoes Booted Out of Domestic Market

ast year Americans purchased 1.06 billion pairs of shoes—nearly five pairs for every person in the country. In the same year, however, U.S. footwear manufacturers captured only 22 percent of the U.S. market. Imports claimed the other 78 percent in 1985, compared to only 18 percent in 1968.

The influx of imports has taken its toll on the domestic

industry. From 1968 to 1985, domestic production dropped from 642.4 million pairs of footwear to 250 million and 560 production facilities closed their doors (see map), while many others reduced their work force, leaving 116,000 footwear workers without jobs. In 1986, less than one-half the footwear jobs in 1968, or 90,000 jobs, remain.

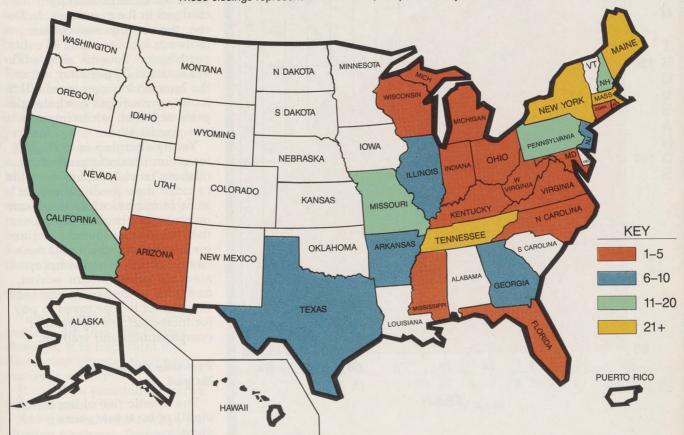
For most of the displaced

shoe workers, chances of finding other employment have been slim because most footwear plants are located in rural areas where few job opportunities exist. Twenty-five percent of footwear factories are located in towns with less than 5,000 people, 40 percent in towns with less than 10,000.



## U.S. SHOE FACTORY CLOSINGS\* (NON-RUBBER) 1981–1985

\*These closings represent the loss of 56,000 production jobs.



Source: Footwear Industries of America

#### GIVING SHOES THE BOOT

Even if a worker is able to find other employment, it is unlikely that rural employers would match the wages of footwear laborers, more than onehalf of which are union jobs.

#### America Pays for Cheap Labor

American consumers represent the largest single market for shoes in the world, and offshore manufacturers have the perfect combination to dominate it: cheap labor, low U.S. customs duties, and the absence of quotas to keep their products readily available to the American public.

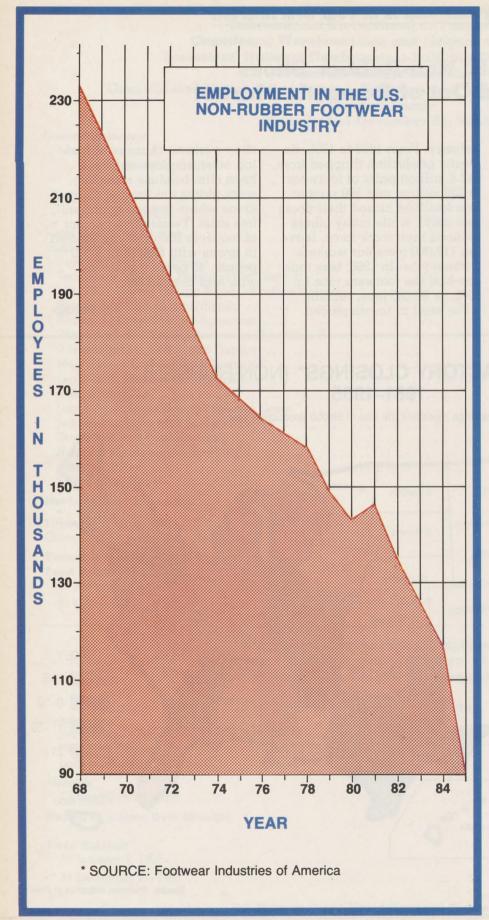
Because the footwear industry is labor intensive, with each shoe going through 80 to 150 manufacturing operations, labor costs largely determine the price which is ultimately charged to the consumer. In Korea, the average non-rubber footwear laborer earns 86 cents per hour; in Taiwan, shoe workers make \$1.39 per hour. After the manufacturing process, U.S. footwear averages a wholesale price of \$13.24, while imports average \$6.41.

Yet by charging only slightly less than domestic producers, offshore manufacturers are able to make their products appear to be bargains, while they earn much higher profit margins than the domestic manufacturers. In the end, the small cash savings buys only unemployment for the American worker, and goes to the government in the form of higher taxes to pay for increased unemployment compensation and welfare.

#### Previous Legislation Helped

The drastic rise of imports did stabilize for a few years (see chart).

In 1977, the Orderly Marketing Agreement (OMA) was negotiated, which limited the number of shipments of non-



rubber footwear to the U.S. from Taiwan and Korea for four years (June '77—June '81). This period gave the domestic industry a breather. During the OMA years, employment levels and import penetration were the most stable they had been since before 1968.

Tragically, the OMA expired at the beginning of the current administration, which chose not to continue the program as part of its free trade policy. As a result, the following year Taiwan increased footwear shipments to the U.S. by 67 percent, Korea by 112 percent; imports have been soaring ever since. Imports have more than doubled since the expiration of the OMA.

#### Relief Denied

Despite the plight of the U.S. shoe worker and unreciprocated free market U.S. import policies, the present administration refuses to place quotas on shoe imports in the name of free trade.

This past August, President Reagan vetoed legislation that would have reduced imports by 20 percent for five years, still allowing imports to gobble 60 percent of the market share.

The unions and the shoe manufacturers hoped the legislation would provide a "period of certainty." Such a period would have encouraged capital investment in new plants and equipment and would have allowed time for improvements that would save American jobs.

#### What We Can Do

To eliminate domestic shoe industry job loss and factory closings, it is important that Americans support their own footwear workers.

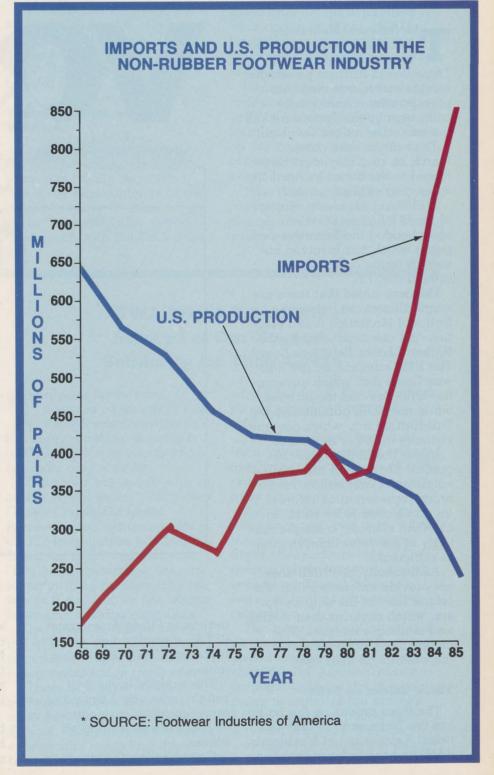
It could be your industry and your job next.

Always read labels when purchasing footwear. Domestically produced shoes are not necessarily marked as such but imports are required by law to state their country of origin.

Looking for familiar U.S. company names is not enough. As with many other industries, some domestic shoe companies have taken portions of their operations overseas. This means that different styles manufactured by the same company may be produced in different

countries-read carefully.

Don't give in to the temptation of buying cheap imports. Remember, the purchase of domestically manufactured footwear will buy a higher quality product and help save U.S. footwear jobs and that's worth the price.



#### **IBT Pushed Hard to Help Workers**

#### Ballots Go Out in TWA Election; They're Due Back for Count April 28

he National Mediation
Board has sent out ballots
to approximately 5,000
Trans World Airlines passenger
service and reservations employees after a hard fought
campaign by the Teamsters and
the two other unions involved.

The ballots went out on March 24, and they must be returned to the Board by April 28, when they will be counted.

William F. Genoese, director of the IBT Airline Division, spearheaded the Teamster campaign which has involved numerous union organizers around the U.S.

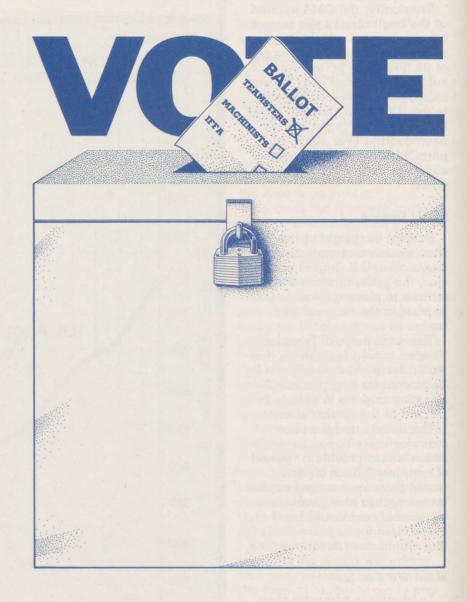
Genoese noted that there are major differences between a National Mediation Board election and one conducted by the National Labor Relations Board. The NMB administers the Railway Labor Act, which governs the railroads and the airlines, while the NLRB administers the Taft-Hartley Act, which governs virtually all other industries.

Under the NMB's rules, 50 percent plus one of the eligible voters must cast ballots for union representation in order for an election to be valid. In an NLRB election, a simple majority of the votes actually cast is sufficient.

Additionally, the NMB does not provide unions with an "Excelsior List" of the eligible voters, which contains their names and mailing addresses. The unions must make contact with the workers on their own.

#### Three Unions on Ballot

The three unions on the ballot are the Teamsters, the International Association of Machinists (IAM) and the Independent Fed-



eration of Flight Attendants (IFFA), a small union which represents TWA flight attendants.

The workers in the unit sought, who now have no union representation, are scattered in 67 cities across the United States.

Complicating the situation

was the fact that the TWA flight attendants went on strike on March 7. They got no support from the leadership of the IAM, which represents TWA mechanics.

Some individual mechanics honored the IFFA picket lines, but the company went to court and got a permanent restraining order forcing them to go back to work.

"The IAM leadership did not fight the restraining order," Genoese said, "because the union is in the hip pocket of TWA Chairman Carl Icahn."

Icahn is known on Wall Street as a "greenmailer." He took over TWA after a financial power struggle in which the workers were caught in the middle.

Another development was TWA's agreement to purchase Ozark Airlines, where the IAM represents a small segment of the passenger service group.

Genoese said that if the IAM should win the election, it will sell out the TWA passenger service group, using them as a pawn to get more for its current membership.

"The IAM would have no choice," he said, "because otherwise the mechanics would run them off."

#### Teamsters: Strong Representation

Genoese said the Teamsters are the only union that can give the TWA group the strong representation it needs.

"We have no prior commitments to other groups at TWA," he said.

He added that since IFFA is an independent group without the umbrella of a powerful international union, it can do nothing for the passenger service workers.

Teamsters General President Jackie Presser announced on March 10 that the Teamsters are giving full support to the IFFA strike, just as the Teamsters supported the Air Line Pilots Association in its strike against United Airlines. That help enabled the pilots to negotiate a favorable contract with United, and ALPA expressed its gratitude to the Teamsters.

Genoese said Teamster locals throughout the country cooperated in reaching out to the TWA workers at the airports.

"The company," Genoese said, "has been slandering the

Teamsters—but not slandering the IAM."

He said the IAM, which was on the ballot with the Teamsters in a 1981 election covering the same group at TWA, had shown no interest in the group until the Teamsters announced plans to file for a new election this year.

"The IAM has a history of not staying with people," Genoese said. "They abandoned the workers at Air Canada, Lan Chile, Iberia, Qantas and Continental."

### Teamsters Stick with Workers

The Teamsters stayed with the Air Canada group for 14 years and finally negotiated one of the best contracts in the airline industry for them.

The Teamsters also stayed in close touch with the TWA peo-

ple and filed for this year's election only after huge numbers of them asked for Teamster help.

The 1981 election was ruled invalid by the NMB because the voter turnout fell slightly short of the Board's 50%-plus-one requirement. Genoese recalled that the ballots went out at the same time the air controllers went on strike. When 14,000 controllers were fired by the government, some voters were scared off.

Genoese said the Teamsters conducted an all-out campaign at TWA, holding meetings at all locations, talking to the workers on the job and sending out a constant stream of flyers to keep them fully informed.

"The General President says it's our job to help people," Genoese said, "and that's what we've tried to do."

## TWA Flight Attendants Assured of Our Support, Solidarity for Their Cause

reamster leaders announced on March 10 that the IBT was throwing its full support behind the efforts of TWA flight attendants who currently are on strike.

"Teamsters are in full support of this lawful strike," Teamsters General President Jackie Presser stated, affirming that all IBT local unions had been contacted and stood ready to "render any assistance we can to our striking brothers and sisters in their fight for fair wages, hours and working conditions."

The Teamster leader urged the AFL-CIO and other unions to assist the flight attendants' independent union in its efforts.

"These striking workers deserve full support and assistance from all organized labor," he said. "Solidarity is the key to successfully defending the labor movement from those who

would destroy it. These workers should not be left out in the cold."

As International Teamster went to press, the flight attendants were still on the lines and pressing their case with negotiators for equity.

Key bargaining points centered on wages and work rules; the company was asking the flight attendants to take a 17 percent cut in wages and work several additional hours a work, as well as accept other concessions.

The International Union feels as though it already has a vested interest in the outcome, since the IBT Airline Division is currently in the midst of a campaign to organize the airline's 5,000-plus unit of passenger service personnel. We'll be watching the outcome of this effort with great interest.

hen the Teamsters
Newspaper Drivers Division policy committee
met at IBT headquarters in February, one topic of discussion
centered on a then-ongoing
strike at the Chicago Tribune.

Teamsters Local 706 Secretary-Treasurer Tony Judge, in his written report on the dispute—underway since the summer of 1985, noted that Teamsters had been unable to support the strike by members of the Chicago Typographical Union No. 16, the Chicago Mailers Union Local No. 2 and the Chicago Pressmen's Union.

#### A Bad Rap

Judge reported that the Teamsters' much-acclaimed reputation for picket line strength and inter-union solidarity are today still being called into question daily, despite the acknowledged fact that the ill-fated maneuver was suspiciously planned to coincide with a merger vote by members of the International Typographical Union on the question of affiliating with the IBT.

That vote, which came just days after the strike by *Tribune* employees, resulted in a decision by ITU members not to join the Teamsters.

#### We're No Scabs!

What Judge resented was the impression that persists among some in the Chicago labor community that the Teamsters were somehow at fault for their decision not to honor the picket lines.

#### **They Needed Clout**

That this continues to be an issue at all, Judge notes, shows how much others in the labor movement have come to depend on the Teamsters' solidarity as the "muscle" that helps them win their disputes.

The Local 706 Teamster leader petitioned the division

board for a chance to set the record straight, with our fellow Teamsters in Illinois, who have been reading the bad press generated by the strike, and the entire labor community, which remains up-in-arms, decrying the Teamsters' lack of "esprit de corps." Brother Judge also has taken his case to the media, writing letters to the editors and talking with key television and radio reporters to get the accurate message across.

#### **Solidarity Forever!**

Brother Judge wants the world to know that the Teamsters' solidarity remains unquestioned, as does this local's commitment to following the intent of the contracts it signs.

#### **How It Began**

The Tribune saga began back in the spring of 1985 when, faced with employer intransigence in negotiations, the paper's mailers, printers and pressmen began getting together informally with representatives of the other unions at the paper to discuss the situation. Early on, Judge warned these groups that they could not depend on Local 706 for support, since the local had in place a contract with a strong "no sympathy strike" clause.

On July 18, the mailers, printers and pressmen, approximately 1,000 strong, voted to walk out, counting on the other unions to support their efforts.

Again, Local 706 responded that it was in an untenable position and could not assist.

That same day, a notice of support for the strikers was distributed by Local 706 to picket line members and passersby.

This statement expressed Local 706's strong support and sympathy for the strikers, pointing out that the local was "legally prohibited" under the terms of its collective bargaining agreement from joining in the dispute.



### Teamsters Get an Uses in Chicago TribusCa Set Recostr

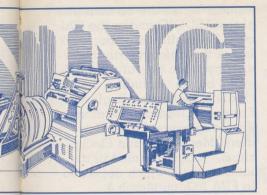
"We want you to be totally aware that a violation of our contract would only help the Chicago Tribune because they could immediately institute legal action that could totally jeopardize our local union, both legally and financially," Local 706 executive board members noted.

#### **Election Sabotage?**

Teamster leaders, aware of the ITU leadership's efforts to thwart an IBT/ITU merger, several days later fired off a letter to ITU President Robert S. Mc-Michen decrying tactics that pitted unionist against unionist.

Noting the Teamsters' long record of strike support for ITU efforts, IBT General President Jackie Presser decried Mc-Michen's machinations.

"Rather than attacking our union, the *Tribune* workers' interests would have been better served by seeking support and commitments from your allies in advance," Jackie said. "Recognizing that the employer was prepared, it is outrageous that you would call a strike without first initiating a meeting of the International presidents of the unions at the *Tribune*," the pur-



## ulleserved Black Eye oullase; Local 706ers colstraight

pose of which meeting would have been to coordinate a cohesive program to protect ITU members' jobs.

He noted that, as a result of "poor planning and negligence," no less than four unions had voted immediately to cross the picket lines, including locals of the Graphic Communications International Union, the International Association of Machinists, the International Brotherhood of Electrical Workers and the Teamsters.

These workers would later be joined by members affiliated with the International Brotherhood of Firemen and Oilers, the International Union of Operating Engineers, the Service Employees International Union, the Paper Handlers Union and the Auto Mechanics Union, leaving the strikers with virtually no backing for their cause.

"What is clear is that your approach was poorly planned and politically motivated, a crass tactical move calculated to arouse anti-Teamster sentiment in the midst of the current electoral struggle," Presser concluded in his letter to McMichen. "As a result, the members of Chicago Mailers Union No. 2 and Chicago Typographical Union No. 16 have become

pawns in your game—their jobs placed in jeopardy."

During the ensuing weeks, as events evolved and strike support rapidly dissipated, only the Teamsters would be singled out for criticism, perhaps because with 375 employee drivers on site, they represented the single largest bloc of workers, outside of the three striking unions.

Few bothered to note that support was practically non-existent from the strikers' AFL-CIO brother and sister unionists, despite their membership in the same labor federation.

Where was their solidarity for the cause?

#### A Parley to Explain

On July 29, the Teamsters again tried to explain the situation to representatives of the striking unions during a Central Conference of Teamsters session in Dearborn, Michigan.

Mailers Union No. 2 President John Philbin and ITU Vice President Alan Heritage met with the Teamsters president, Newspaper Drivers Division Director Carmen Parise, IBT Legal Counsel John Climaco and Local 706 Secretary-Treasurer Judge to discuss the problem.

The local's dilemma—that in the face of no sympathy strike clauses in its contract, it was powerless to act, unless the local wished to subject its own members to legal and financial jeopardy—was again reiterated.

#### **Mailers Defend Action**

Subsequent to this meeting, Philbin wrote McMichen about the situation.

"Recent meetings have caused many of us to examine the Chicago situation and the role of the Teamsters Union," he wrote the ITU leader.

"Having done this and having talked with legal counsel, it is clear that the contract that Teamsters Local 706 has with the Tribune makes a sympathy action on their part illegal (em-

phasis added), and would result in a quick and effective injunction against them, followed by a major lawsuit.

"This was confirmed early on by our legal counsel. As you know, we in Chicago Mailers Union No. 2 and the Chicago Typographical Union No. 16 were told of this situation by the Teamsters before initiating our strike at the Tribune (emphasis added).

#### McMichen's Asked to Help

Perhaps hitting closer to home than McMichen would have liked, Philbin added in a subsequent paragraph:

"Throughout the campaign and debate on the ITU/IBT merger, you have consistently indicated that we don't need the Teamsters, and that the AFL is our lifeline, which will always deliver. Since I, as an ITU local president, feel I have done everything possible to effectuate a victory in Chicago, I am terribly concerned that our brothers and sisters in the Federation, who have no legal restrictions, have not shown the kind of support you have indicated we could expect. Among other Federation local unions, the Machinists are crossing our picket lines.

#### Where Were the Troops?

"I am, therefore, asking you, in your position as International President to solicit commitments from the AFL and its affiliates to curtail the services they are continuing to supply the *Tribune...*" Philbin asked.

The debate would go on and on, as would the recriminations. The end result was that by the end of February, 1986, virtually every union was back at work with the exception of the ITU mailers. Two of the unions involved, Automobile Mechanics Union Local 701 and Graphic Communications International Local 458 had even ne-



#### THE CHICAGO TRIB. SAGA

gotiated and signed new contracts during the strike!

Early in February, representatives of the Chicago Pressmen's Union and Chicago Typographical Union Local 16 had both notified the Chicago Tribune Company in writing that they were willing to return to work.

#### A Return to Work

On February 21, the Chicago Tribune reported that 63 of 230 Tribune printers had been returned to work, following an unconditional offer by the union to have its members go back to work. Chicago Typographical Union No. 16 announced at that time that it would continue picketing the newspaper, alleging unfair labor practices relating to the company's refusal to hire back all 230 printers.

The Tribune, it seems, had notified the union that 63 vacancies existed and offered to create a preferential hiring list for the remainder of the printers in case of future openings, having filled 31 other slots with replacement workers.

Such a return by the printers meant that they would be crossing the very lines they helped establish, crossing the lines of not only the mailers (and at that time, the pressmen), but the pickets of their own union as a dispute raged over "lifetime employment" guarantees in the printers' contract that were called into question by the strike.

#### **Hard Feelings Persist**

Today, with the strike winding down, Tony Judge and his drivers are still being chided for their lack of support. He is utilizing articles in FRA NOI and other Chicago publications to state his case for the record.

Judge notes with pride in such pieces Local 706 Newspaper Drivers' proud record of participation in the Chicago labor community and acknowledged reputation for representing its members and securing for them a working environment based on fairness that enables them to prosper and provide for their families.

"For years, the Teamsters have always been in the forefront in supporting their brother and sister unions in the labor unions, which are all members of the AFL-CIO and/or the Chicago Federation of Labor working at the Chicago Tribune every day since the July 18, 1985 strike began, including the Machinists, Operating Engineers, Firemen, Elevator Operators, Photoengravers, Paper Handlers, Mechanics and Electricians," Judge affirmed in the latest article, which appeared in FRA NOI on March 4.

Solidarity? Yes, the Teamsters will continue to be known for that as long as a single Teamster survives in the union movement. But stupid? No, that's never been a trait Teamster leaders were known for.



movement in Chicago. However, Drivers Local 706 is bound by a no sympathy strike clause that has been in our union contract with the Chicago Tribune Company for over 40 years that prohibits our union from supporting a striking union by staying out.

"In fact, a violation of our contract would only help the Chicago Tribune because they could institute legal action that could include firing 375 union drivers, replacing them with non-union drivers and suing the union for millions of dollars due to an illegal work stoppage.

"Further, the no sympathy strike clause in our contract was explained to the striking union officials in monthly meetings with them 10 months before the strike ever began. They were all well aware and knew up front that Local 706 members would have to cross the picket lines and work.

"Finally, there are eight other

Perhaps the time has come for the real facts to be known and for the AFL-CIO, which is supposed to have the clout to police contests confronting its own, to place the blame rightfully on its own affiliates, who crossed those lines, rather than the guys who were most forthright about the situation from the start.

The Teamsters stated when this situation began that the IBT will maintain its solidarity with the members of the International Typographical Union, and specifically, those members striking the Chicago Tribune. In future disputes, where our locals aren't forcibly barred from participating, continue to count on us for support! This time we weren't able to help, as we told Tribune workers ahead of time. Perhaps ITU and the others involved should have listened and weighed the odds beforehand: 1,000 workers would be better off for it!

#### '86 Elections—

## A Lot's in the Balance, A Lot's Up for Grabs;

#### **Teamsters Can Make the Difference!**

n case anyone didn't know, 1986 is the year for major non-presidential elections in the U.S. and its territories.

Already the candidates are mobilizing their forces for expensive election year primary and fall contests. They are looking for financial support, but also need to mobilize the spirits and the minds of their constituents, attracting votes for their cause and workers willing to put in the hours and weeks that make any candidate's campaign a success.

In Election Year, 1986, the number of seats up for grabs is

higher than usual.

In addition to 435 Representatives and five Delegates up for reelection, 34 Senatorial seats are in contention, as are 36

Governorships.

While the Democratic majority in the House seems firm, such odds certainly could mean a change in power in the Senate, unless legislators marshall their forces. (The oddsmakers usually count on any incumbent majority to lose at least four or five votes in most off-year balloting.)

In the Senate, that could mean a Democratic Senate for the first time in recent years, something the G.O.P. will be trying to avoid.

With the Senate responsible

for stymieing many of Congress' legislative maneuvers in concert with the Reagan Administration over the past few years, that prospect could change the status quo on a number of legislative measures now up for consideration in both houses, should it come to pass.

At the Teamsters' recent Legislative Conference in Washington, D.C. veteran politico and former White House Political Director Ed Rollins was one of those predicting that a number of turnovers, especially in the Senate, could occur this year. Others have made the same

prognostication.

They note that in the Senate a number of candidates are either retiring or have opted not to run again. These include Arizona's Barry Goldwater, Colorado's Gary Hart, Louisiana's Russell B. Long, Maryland's Charles McC. Mathias, Jr., Missouri's Thomas F. Eagleton, Nevada's Paul Laxalt and North Carolina's John P. East. A number of other Senators have been rated as highly or moderately vulnerable.

In the gubernatorial races, the situation's the same. With 36 races in progress, no less than 17 incumbents either have chosen not to run this year or are ineligible to do so. A number of governors have also been

rated highly vulnerable or moderately so, which could lead to a number of upsets this spring and fall.

The House races, as always, are of intense concern to Teamsters in every polling district of this country. This year, our members will be watching these contests even more intensely, knowing that our legislators' deliberations on Gramm-Rudman budget cuts and the like can seriously impact on their lives and livelihoods.

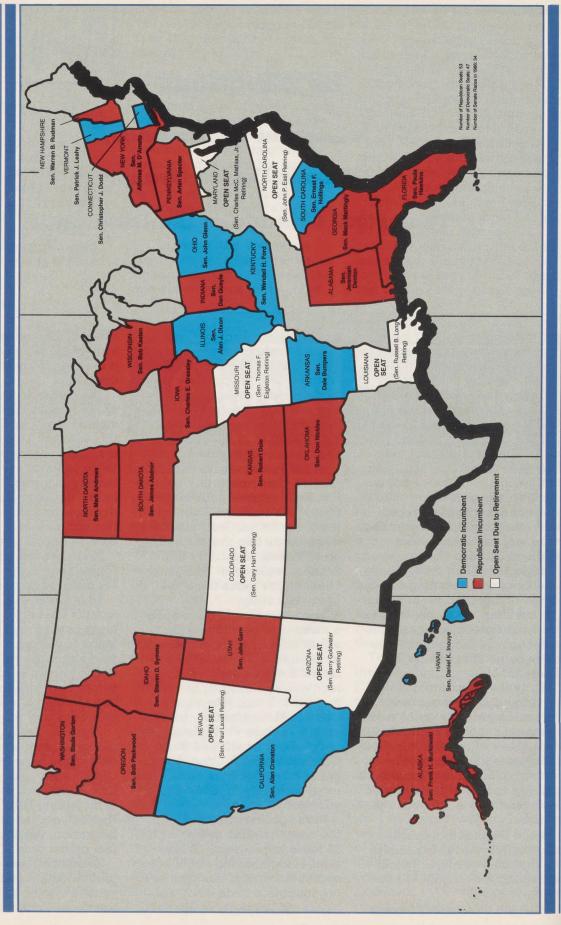
There are too many important issues pending in 1986 for any Teamster to be apathetic.

Your union will, in the months ahead, be continually urging every member of this union to get registered, make your stands on issues important to you known to your legislators before they face reelection and to go to the polls for both the primaries and the fall elections.

If you care about the issues before us, and all workers must today, you have to be a concerned voter and take stands. One of the best ways to do that is by joining DRIVE, Democrat, Republican, Independent Voter Education, the Teamsters' political action arm.

Teamsters, aided by DRIVE, plan to make a difference this year! We want you and your family as a part of the team!

Election '86 Senate Races Are Hot!



#### 1986 Congressional Primary Elections by State

| State                    | Primary  | Run-Off     |     | for Grabs   |
|--------------------------|----------|-------------|-----|---|
| Alabama                  | June 3   | June 24     |     | Representatives, Senator Denton, Governor Wallace       |
| Alaska                   | Aug. 26  |             |     | Representatives, Senator Murkowski, Governor Sheffield  |
| Arizona                  | Sept. 9  |             |     | Representatives, Senator Goldwater*, Governor Babbitt** |
| Arkansas                 | May 27   | June 10     |     | Representatives, Senator Bumpers, Governor Clinton      |
| California               | June 3   |             |     | Representatives, Senator Cranston, Governor Deukmejian  |
| Colorado                 | Aug. 12  |             |     | Representatives, Senator Hart*, Governor Lamm**         |
| Connecticut              | Sept. 9  |             | 6   | Representatives, Senator Dodd, Governor O'Neill         |
| Delaware                 | Sept. 5  |             |     | Representative  |
| Florida                  | Sept. 2  | Sept. 30    |     | Representatives, Senator Hawkins, Governor Graham**     |
| Georgia                  | Aug. 12  | Sept. 2     |     | Representatives, Senator Mattingly, Governor Harris     |
| Hawaii                   | Sept. 20 |             | 2   | Representatives, Senator Inouye, Governor Ariyoshi**    |
| Idaho                    | May 27   |             |     | Representatives, Senator Symms, Governor Evans**        |
| Illinois                 | Mar. 18  |             |     | Representatives, Senator Dixon, Governor Thompson       |
| Indiana                  | May 6    |             | 10  | Representatives, Senator Quayle                         |
| lowa                     | June 3   |             |     | Representatives, Senator Grassley, Governor Branstad    |
| Kansas                   | Aug. 5   |             | 5   | Representatives, Senator Dole, Governor Carlin**        |
| Kentucky                 | May 27   |             | 7   | Representatives, Senator Ford                           |
| Louisiana                | Sept. 27 | Nov. 4 (1)  |     | Representatives, Senator Long*                          |
| Maine                    | June 10  |             |     | Representatives, Governor Brennan**                     |
| Maryland                 | Sept. 9  |             | 8   | Representatives, Senator Mathias*, Governor Hughes**    |
| Massachusetts            | Sept. 16 |             |     | Representatives, Governor Dukakis                       |
| Michigan                 | Aug. 5   |             | 18  | Representatives, Governor Blanchard                     |
| Minnesota                | Sept. 9  |             | 8   | Representatives, Governor Perpich                       |
| Mississippi              | June 3   | June 24     | 5   | Representatives   |
| Missouri                 | Aug. 5   |             | 9   | Representatives, Senator Eagleton*                      |
| Montana                  | June 3   |             |     | Representatives   |
| Nebraska                 | May 13   |             |     | Representatives, Governor Kerrey**                      |
| Nevada                   | Sept. 2  |             | 2   | Representatives, Senator Laxalt*, Governor Bryan        |
| New Hampshire            | Sept. 9  |             | 2   | Representatives, Senator Rudman, Governor Sununu        |
| New Jersey               | June 3   |             | 14  | Representatives   |
| New Mexico               | June 3   |             |     | Representatives, Governor Anaya**                       |
| New York                 | Sept. 9  |             | 34  | Representatives, Senator D'Amato, Governor Cuomo        |
| North Carolina           | May 6    | June 3      | 11  | Representatives, Senator East*                          |
| North Dakota             | June 10  |             | 1   | Representative, Senator Andrews                         |
| Ohio                     | May 6    |             |     | Representatives, Senator Glenn, Governor Celeste        |
| Oklahoma                 | Aug. 26  | Sept. 16    |     | Representatives, Senator Nickles, Governor Nigh**       |
| Oregon                   | May 20   |             |     | Representatives, Senator Packwood, Governor Atiyeh**    |
| Pennsylvania             | May 20   |             |     | Representatives, Senator Specter, Governor Thornburgh** |
| Rhode Island             | Sept. 9  |             |     | Representatives, Governor DiPrete                       |
| South Carolina           | June 10  | June 24     |     | Representatives, Senator Hollings, Governor Riley**     |
| South Dakota             | June 3   |             |     | Representative, Senator Abdnor, Governor Janklow**      |
| Tennessee                | Aug. 7   |             |     | Representatives, Governor Alexander**                   |
| Texas                    | May 3    | June 7      |     | Representatives, Governor White                         |
| Utah                     | Aug. 19  |             |     | Representatives, Senator Garn                           |
| Vermont                  | Sept. 9  |             |     | Representative, Senator Leahy, Governor Kunin           |
| Virginia                 | June 10  |             |     | Representatives   |
| Washington               | Sept. 16 |             |     | Representatives, Senator Gorton                         |
| West Virginia            | May 13   |             |     | Representatives   |
| Wisconsin                | Sept. 9  |             |     | Representatives, Senator Kasten, Governor Earl          |
| Wyoming                  | Aug. 19  |             |     | Representative, Governor Herschler**                    |
| American Samoa           | Nov. 4   | Nov. 18 (2) |     | Delegate  |
| District of Columbia     | Sept. 9  |             |     | Delegate  |
| Guam                     | Sept. 2  |             |     | Delegate  |
| Puerto Rico              | (3)      | Sept. 9     |     | Delegate  |
| Virgin Islands           | Sept. 9  |             |     | Delegate  |
| (1) In Louisiana a candi |          |             | (3) | Information not available at press time.                |

percent of the vote in the primary is elected without a general election. Nov. 4 will be the date of a run-off contest, if necessary.

(2) In American Samoa the primary and general election are held at the same time. In the event of a tie, a run-off contest is scheduled for Nov. 18.

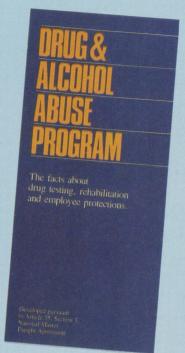
- \* Senators with a (\*) have announced that they will not seek reelection in 1986.
- \*\* Governor either ineligible to run or not running for reelection.

## Teamsters Act Voluntarily to Forestall Abuse Problems

n the near future, IBT affiliates signatory to the National Master Freight Agreement will be receiving copies of the booklet, "Drug and Alcohol Abuse Program: The facts about drug testing, rehabilitation and employee protections."

This booklet, which has been developed pursuant to Article 35, Section 3, of the National Master Freight Agreement, sets out the contract language, two handy checklists of key steps which are required under the program, and the agreed-to drug testing procedure.

Introducing the drug and alcohol language, Teamsters National Freight Industry Negotiating Committee Chairman Jackie Presser and Freight Director Jack Yager stated that, "While





abuse of alcohol and drugs among our members is the exception, rather than the rule, the Teamsters National Freight Industry Negotiating Committee shares the concern expressed by many over the growth of substance abuse in American society."

The program is a joint labor/ management program of rehabilitation and drug testing.

## IBT Opposes New Accident Reporting Rule as Too Broad and Easy to Misuse or Ignore

he Bureau of Motor Carrier Safety (BMCS) has issued a final rule amending accident reporting requirements, retroactive to January 1, 1986, according to a recent Federal Register notice.

The amendment was made a part of the repromulgation of the Federal Motor Carrier Safety Regulations, as called for by the Motor Carrier Safety Act of 1984.

The amendment raises the threshold for the reporting of property damage accidents from \$2,000 to \$4,200. Also, the amendment redefines the term,

"bodily injury," in the context of accident reporting.

#### **Narrower Scope**

Under the new change, an accident must be reported if it results in "bodily injury to a person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident."

The old rule stated that accidents had to be reported if there was bodily injury which required medical treatment away from the scene of the accident, whether it was immediated.

ate or sometime later for latent injuries.

The IBT Safety and Health Department opposes the increase in the reporting threshold from \$2,000 to \$4,200 and the change in definition of reporting of bodily injury accidents and went on record against these proposals.

In its view, these changes will result in a fewer number of accidents being reported and the loss of valuable information and data regarding accident causation.

The ATA had strongly endorsed these proposals.

### Durham Renews Call for Hazardous Material Info. and Training for All Workers

n comments to OSHA regarding expansion of the Federal Hazard Communication Standard, the IBT Safety and Health Department renewed its call for all workers, despite their industry type, to be given information and training on hazardous materials.

OSHA had requested public comment in a recent Advance Notice of Proposed Rulemaking on the issue.

Citing the IBT's joint labor/management program of employee protection and training on hazardous materials under the National Master Freight Agreement, IBT Safety and Health Director R.V. Durham informed OSHA of the IBT's "firsthand" knowledge that it is feasible to cover trucking employees within the OSHA Hazard Communication Standard.

As for employees in con-

struction and service industries, Durham referenced state "right-to-know" laws which have already found it feasible to cover these employees.

"Given these facts," Durham stated, "it is imperative that OSHA cover trucking employees and other non-manufacturing employees under an OSHA Hazard Communication Standard."

The union will persist on this!

#### Va. Teamsters Testifying on Right-to-Know

n further state action on hazard communication and employee "right-to-know" about hazardous materials, Teamsters Joint Council 83 made a strong case that all workers should be covered under the Virginia Hazard Communication Standard.

In a March 5 meeting with Virginia Department of Labor and Industry representatives, Joint Council 83 Secretary-Treasurer J. David Whitley stressed that Virginia Teamsters employed in the chemical industry, meat and food packing, trucking and breweries should be covered under Virginia's Hazard Communication Standard. Secretary-Treasurer Whitley was assisted in his presentation by IBT Industrial Hygienist Suzanne Kossan.

The Virginia Department of Labor and Industry had requested Teamsters' input during their consideration of broadening the scope of the state's standard.

#### **Lead Exposure Efforts**

The Occupational Safety and Health Administration has announced the development of a new program, in conjunction with industry and labor unions, to help secondary lead smelters and battery manufacturers control their lead exposure problems.

The program, called the Cooperative Assessment Program (CAP), helps employers institute effective engineering and work practice controls for lead.

Smelters and manufacturers will be able to use state-of-theart engineering control manuals to develop engineering plans to come into compliance with the lead standard. The IBT helped develop these manuals for the secondary smelter and battery industries.

If smelters or battery plants are interested in the CAP program, they must notify OSHA by April 9.

The companies must also notify their employee representative under the program. Employee representatives are given the opportunity to participate as a party in the CAP process and have a say in the development of the engineering control compliance plans.

#### Court Sees It Union's Way

Court of Appeals ruling in Boston, unions have the right to have their own industrial hygienist measure noise levels in a workplace.

The case involved a Holyoke, Massachusetts, water power plant which denied the union which represents its employees and industrialist hygienist of its choice to measure noise levels in a fan room.

The National Labor Relations Board had found that the employer had violated federal labor law by the denial.

After a company challenge to the U.S. Circuit Court level, a three-judge panel upheld the NLRB decision.

## California Teamsters Attack Deregulation at the State Level; Seek Reregulation

escribing it as a "breath of fresh air," Teamsters Joint Council 7 President Chuck Mack, speaking on behalf of some 250,000 California Teamsters, last month urged the State Public Utilities Commission to adopt the report and recommendations of Administrative Law Judge William Turkish on future regulation of the state's trucking industry, with the addition of one amendment.

Turkish's report to the Commission last October charged that "destructive rate cutting" was "one of the major causes of decline of the trucking industry." He said that "more regulation rather than less regulation is the only effective means of eliminating or reducing this

practice."

Mack testified at an oral arguments session February 13 in San Francisco over which Judge Turkish presided. This testimony is not part of the official record upon which the commission is to base its decision of acceptance, rejection or revision of the report's recommendations by Turkish. However, observers noted that while the February 13 and 14 sessions only served to permit the different interests to "let off steam" through final comments, the commissioners listened intently and often questioned speakers.

Commission staff Director of Transportation Victor Weisser said that a decision from the commission could come anywhere between mid-March and

late spring.

Mack's suggested amendment was for an immediate rate increase. The increase, Mack said, should make up the difference between the rates that existed in 1980 when the present slacking up in regulation occurred, and the rates necessary to cover today's higher costs.

Turkish, Mack told the com-

mission, "has proposed a blueprint that will restore sanity and stability within this industry."

Mack charged that under deregulation, carriers and drivers have been faced with choosing safety or survival. "Highway safety in this state has become a scandal," he said. He pinpointed economies in maintenance, retention of an aging fleet of trucks, overloads, and long hours of driving as producing increasing accidents.

"Faced with the alternative of truck safety or survival," Mack said, truck carriers and drivers are going to "opt for survival." The present system "creates an incentive for violating the law,"

he added.

Mack said Teamsters have "been willing to make sacrifices despite high unemployment and under-employment in their ranks. He said they had joined ESOP and profit-sharing programs, for example, "to provide economic relief to the carriers so those carriers can survive."

"Five years ago," Mack said with a sigh, "I wouldn't have known an ESOP (Employee Stock Options Program) from an eclair. But we've become ex-

perts."

The existing "prevailing rate" system in California's trucking industry, Mack said, "has got to be one of the most anti-union programs that has been adopted in recent history in this state." He said thousands of Teamster jobs have been lost at union carriers that failed because they were unable to adjust wages downward in competition with non-union carriers.

The Teamster leader said there was no evidence that the claimed \$550 million a year saved in trucking costs in the state under the system put into effect in 1980 were "being passed along to the consumer."

He indicated that it was the

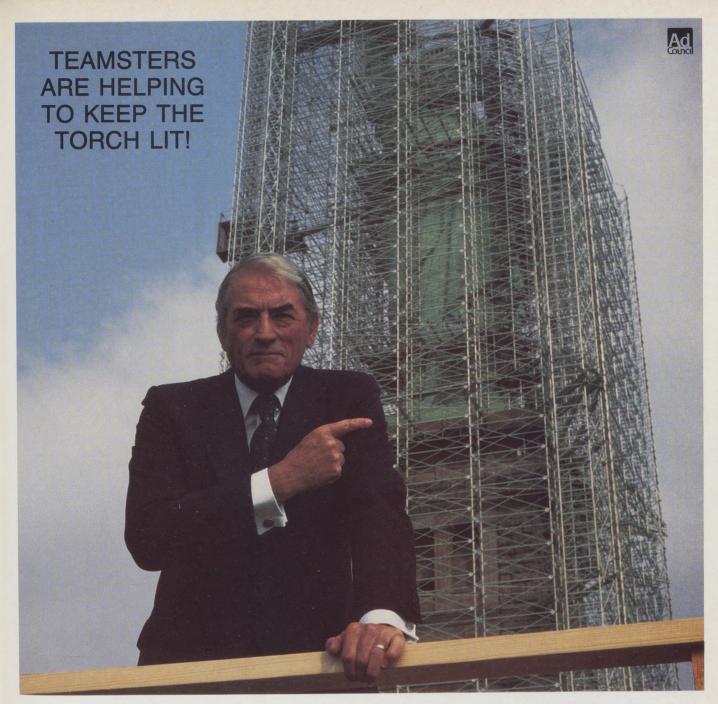
large shippers, such as Clorox and Procter & Gamble, that were absorbing the savings through profits realized at the expense of union carriers.

Mack said that the fears voiced by the Teamsters back in 1979, a year before the current free-for-all deregulation of the state's trucking industry went into effect, had been converted into realities. He named them as: (1) predatory pricing and discriminatory rates; (2) carrier failures and closures; (3) job losses; (4) negative impact on truck safety in the state, and (5) large shippers becoming the real beneficiaries from easing of regulations.

Mack told the commission members that "if, in fact, there is not any rate increase, we're fearful that a number of carriers that are operating within the California trucking industry, especially those that have Teamsters Union contracts, are not going to survive." He said that several carriers are on "the verge of closure" and need a rate increase "injection."

Mack presented several petitions with the names of Teamsters asking for commission approval of Judge Turkish's report and the suggested immediate rate increase amendment. He also presented to the commission "as a visual aid," a drawing by Local 70 member Ray Ramirez, graphically portraying the demise of trucking carriers.

Teamsters from Locals 70, 85, 216, 315, 350, 490 and 624 attended the session, as did Teamster Legislative Representive Gerald O'Hara and Attorney Barry Broad from the California Teamsters Public Affairs Council. IBT and Joint Council 7 Trustee Ben Leal, Western Conference UPS Chairman and Council Vice President Vince Aloise and Council Trustee Bob Morales also attended.



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DRIVE is one of the nation's most effective political action committees. Nineteen eighty-six, however, is an election year, and DRIVE's going to need every dollar we can muster to carry our message home in key races at the city, county, state and federal levels.

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Classification

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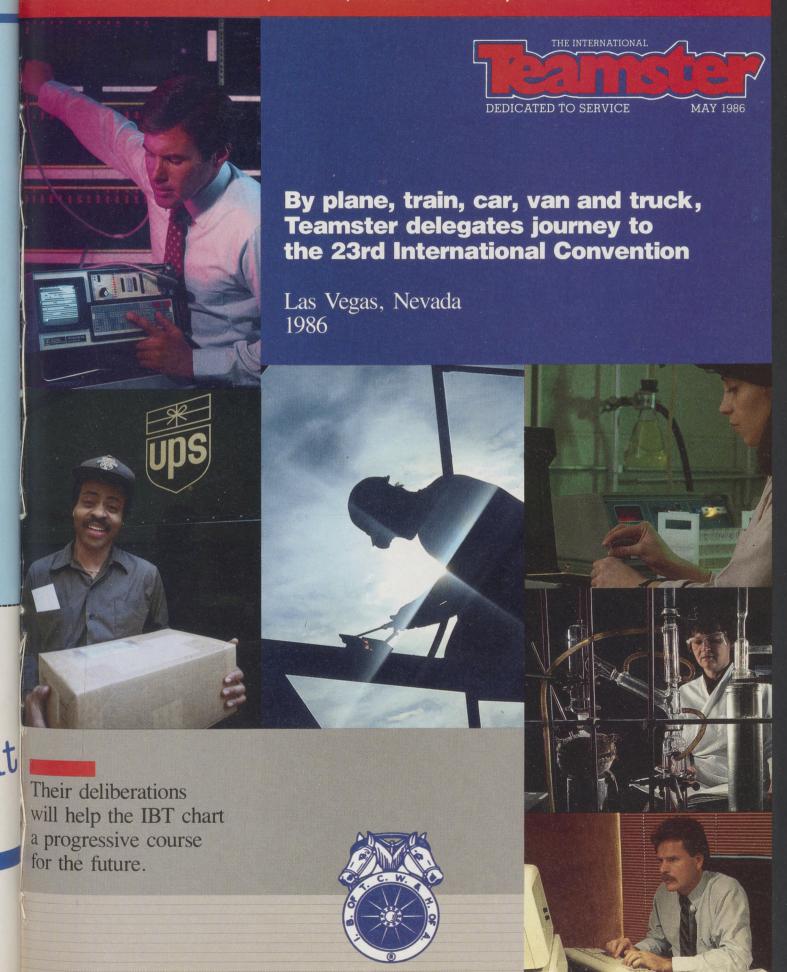
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| Dist. No.  |        | 14          |                    | opy to Employer<br>y to National Drive |

What About It?



#### THE PRESIDENT'S MESSAGE

after months and months of preparation, the 23rd International Union Convention is almost here.

This gathering, at which Teamster delegates will voice their will on so many matters vital to this union and its future, demonstrates how much Teamsters can accomplish,

working together.

For nearly a year now, members of the International Union staff have been dedicating their efforts toward putting together exhibits and materials that will give each delegate and alternate a graphic picture of what we in the Teamsters are accomplishing today. We wanted each delegate to be able to take those materials back home to their locals to utilize them, and ves, even use them as a reminder to call headquarters for assistance with whatever needs they have.

It has been a mammoth job and our staff has come through with flying colors; I believe all delegates will take pride in what they see demonstrated the

week of May 19-23.

Moreover, the job has been accomplished amidst the pressing demands of ongoing business. Each and every day, the Teamster headquarters staff has handled the routine inquiries and performed the myriad jobs that keep this union functioning and serving the members' needs.

I was reminded of how true this was, just thumbing through this issue. On every page is evidence of the work that has continued, despite the distractions preparing for the convention has caused.

Education, our history project,

division meetings, innovative training seminars, our outreach efforts with other countries, trade program efforts—all have continued unabated, as May, 1986 neared.

Convention Week will come and go, and the delegates will voice their decisions on matters that affect this union, but the Teamsters Union will go on. That is so because we have a dedicated team of more than 7,000 local union, joint council, area conference and International officers and thousands of staffers around the country, all of them committed to serving the membership.

We in the Teamsters will never put our heads in the sand like ostriches and fail to see the shifting wrought by the winds. We cannot afford to; too many families out there depend on this union.

Today, there are major issues facing us, and many problems that we must solve, not the least among them the questions of erosion in our armored car ranks, the lie detector bill and other potentially disabling legislation, and the damage the right-to-workers and union-busters are inflicting at every turn in state legislatures.

These are, indeed, times that try men's souls. We must, each one of us, prove equal to the challenge, if we are to be worthy followers of the generations of workers who've gone before us, giving their lives and their sweat and their tears to win the gains that we enjoy today.

To the delegates to the 1986 convention, I join your other International officers in saying, enjoy yourselves, but do not forget the serious business we are about. The programs and poli-



**Jackie Presser** 

cies you set in place the week of May 19–23 will be too important to our future.

After the convention is over, we encourage you to take home news of all the services you learn about and share every detail with your brothers and sisters at the local.

We are proud of the facilities and services of the IBT and want them utilized as fully as possible each day by our affiliates. This union is here to serve you and your needs. Never forget that.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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#### General Executive

Board JACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS General Secretary-Treasurer 25 Louisiana Ave., N.W. Washington, D.C. 20001 JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN
Fourth Vice President
1250 E. Hallandale Beach Blvd.
Hallandale, Florida 33009 EDWARD LAWSON Fifth Vice President 899 West Eighth Avenue Vancouver, B.C., Can. V5Z 1E3 ARNIE WEINMEISTER Sixth Vice President 553 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK
Seventh Vice President
300 S. Ashland Ave., Rm. 206
Chicago, Illinois 60607 IOHN H. CLEVELAND JOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Night Vice President Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 DONALD PETERS
Tenth Vice President
300 S. Ashland Avenue
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Thirteenth Vice President
450 Carson Plaza Drive
Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212

## Trustees

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285

MICHAEL J. RILEY
Fifteenth Vice President
1616 West Ninth St., Suite 300
Los Angeles, Calif. 90015

T.R. COZZA
Sixteenth Vice President
625 Stanwix St., Suite 1903
Pittsburgh, Pa. 15222









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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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# Construction Teamsters Devise Agenda for Action in '80s

elegates from all five Teamster area conferences converged on Scottsdale, Arizona from April 8-11 for the 1986 IBT Building Material and Construction Division meetings.

Participants discussed a wide variety of issues and problems affecting their industry. They heard a series of regional, local, national and International officials discuss the difficulties being faced today and pose their own solutions.

Topics ranged from how to comply with the Davis-Bacon Act to the threats posed to unionized workers by illegal immigrants, gypsy contractors and the open-shoppers.

The session afforded local union leaders from around the U.S. and Canada an important chance to share ideas and information and become better informed on issues that are having a tremendous impact on their industry.

The conference was chaired by Tom Kellerhuis, director of the IBT Building Material and Construction Division.

Co-hosts for the session were John Blake, area director of the Phoenix Regional Office of the Western Conference of Teamsters, and Gil Torres, secretary-treasurer of Teamsters Local 83 of Phoenix, both of whom welcomed delegates to the session with brief remarks.

Kellerhuis had invited a wide range of guests to address the delegates and share important insights with them on the problems facing the construction industry today.

Principal among these were IBT General Secretary-Treasurer Weldon Mathis, former head of this key Teamster division, and IBT Vice President Edward Lawson, director of the Canadian Conference of Teamsters and a former construction Teamster himself.

In summarizing the issues facing the division, Mathis urged delegates to recognize every day how important political action is to their hometown interests and needs; he urged them to become strong partners in the IBT DRIVE political action program.

Praising the efforts of the union's political action team, he told delegates that, with renewed interest in DRIVE, we are really beginning to make a difference politically and legislatively. He stressed such efforts as the only way for Teamsters to have the political muscle they need to effect legislative changes that will protect our membership.

Vice President Lawson also congratulated the union for its renewed political efforts, both in the U.S. and Canada, and in his report summarized for delegates Teamster contributions to the upcoming World's Fair, Expo '86, which will be held in Vancouver, B.C., Canada this summer.

Lawson noted that the multimillion dollar project had been "fantastic" for the building trades in Canada, providing an incredible number of jobs for unionized workers. Stressing the importance of cooperation in our jobsite and project efforts, however, he pointed out that the project's 85 percent union status could well have been boosted to 100 percent. had there been just a little more compromise and coordination between the unions themselves and between the unions and the contractors. He stressed the need for more efforts to achieve reasonable compromise as a key to winning project bids and keeping them union.

IBT Legislative Director David Sweeney followed, with a candid review of recent Teamster victories on Capitol Hill. He also gave them forewarning on several upcoming battles with which the union will be in-

volved.

His remarks underscored the need for political action, a point DRIVE Department Director Wallace Clements emphasized in his own report to participants. Listing DRIVE's victories thus far, Clements urged the group to help the Teamsters achieve Number One political action committee honors in 1986 through their strong support of

the dollar-a-week checkoff proaram.

Driving home why we need strong legislative and political programs was IBT Economics Department Assistant Director Richard Stern, who provided delegates with an in-depth assessment on the intricacies of the Davis-Bacon Act.

#### **Watchdog Program Works**

Stern summarized the division's new construction industry contract monitoring program at headquarters and how it's helping Teamsters win new jobs.

His candid analysis included criticism of the Labor Department's bureaucratic inefficiency in handling paperwork from the locals and examples of how this inefficiency has impeded proper enforcement of the law.

Stern urged IBT construction locals to closely follow all government requirements and procedures when filing their documentation as the first step in helping ensure that their members receive the appropriate wages, as defined by the Act.

He also pledged his department's continuing assistance to the locals to ensure that our affiliates take full advantage of the protections the law affords.

Other IBT speakers also addressed issues of concern to delegates. Organizing Director Vicki Saporta, for example, discussed potential organizing possibilities in the building and construction supply industry, which is increasingly nonunion, targeting several groups of workers who might be responsive to our appeals. She stressed the importance of effective planning and good strategy for any campaign we undertake.

IBT Safety and Health Department Industrial Hygienist Suzanne Kossan also was on hand to give an overview of drugscreening guidelines and safeguards recently introduced under the National Master Freight Agreement. Stressing that intricate procedures have been incorporated to protect workers' rights, Kossan urged delegates to become familiar with the program so that they can explain the program accurately and effectively protect workers' interests and rights on the job.



#### CONSTRUCTION MEETING

Regional reports from the five conferences were, as always, helpful to delegates in assessing the health of their industry today.

Larry McDonald, director of the Western Region of the Canadian Conference, and Al Marinelli, director of the Canadian Conference's Eastern Region, led off this discussion, with reports on construction conditions within Canada. enumerating especially those instances where the union is facing serious challenges from the non-union segment of the industry. Both suggested a great need for political awareness among the membership in Canada to help assure unions a major share of the work.

It was a "good news, bad news" story for Eastern Conference Representative Roy Alston, as he enumerated a bittersweet record of successes and losses in an industry adversely affected by a wide range of economic difficulties.

Edward "Eddie" Kantzler, director of the Central Conference Construction Division, and Joint Council 13 President Robert Sansone both drove home the high cost of an attitude of non-cooperation with their presentations. They noted especially that jurisdictional disputes only diminish the effectiveness of our bargaining power and

"Teamster spirit" and urged affiliates to minimize all unnecessary wrangling.

Gary Dixon, chairman of the Western Conference Construction Division, also gave an indepth report on industry conditions affecting western Teamsters. He raised an important area of concern, the impact of foreign competition in our own country. Dixon warned that foreign trade zones, such as Teamsters are already dealing with in the West, are "real sleepers, waiting to explode."

These zones provide foreign competitors an advantage that allows foreign companies to bypass many of the regulations governing construction and transportation, he warned, and need to be closely monitored.

While Southern Conference Construction Division Chairman Charles O'Brien was involved in TVA negotiations and couldn't attend the session, he was represented by Local 657 President Raleigh Mull who briefed the delegation on the grave danger being posed for union contractors by the growing open shop movements in Texas and elsewhere.

#### **Use Legal Avenues**

Mull's presentation reminded participants of an earlier warning by Attorney David Uelmen to the group. He had reminded them that, "When one employer is successful with an anti-union trick, it catches on fast, even nationwide, in a hurry." The increase in the number of gypsy contractors and open shop forces is proof positive that today unions need to be more vigilant than ever.

Uelmen and his fellow attorney, Gerry Miller, both of the firm of Goldberg, Previant and Uelmen in Milwaukee, Wisconsin, in their own presentations raised two of the other major issues of concern at the conference: pre-hire agreements and the need for majority representation of the workers on any project site.

Together, they urged Teamster locals to seek such agreements and carefully lay the groundwork to win unionstaffed jobs by exercising all rights they have under the law.

They suggested also that delegates work to strengthen existing state laws dealing with intrastate commerce to ensure unions avenues of legal recourse.

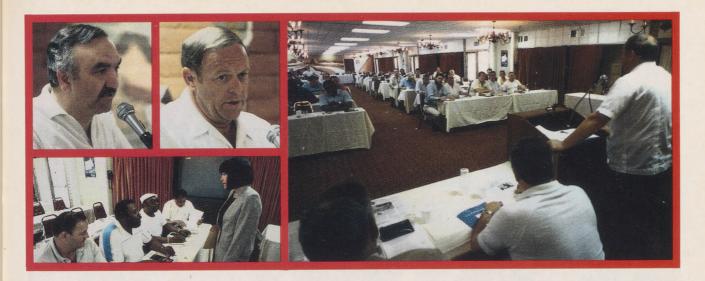
The conference attracted a number of quest speakers and visitors, among them Thomas Owens, director of organizing for the Building and Construction Trades Department, AFL-CIO, and a former head of the Teamsters' construction division, and Terry Bumpers, director of the National Joint Heavy and Highway Construction Committee, both of whom gave positive assessments on the future of the industry and the Teamsters' role in its development.

### **Agenda for Action**

The session concluded on a positive note, with delegates agreeing that although much work remains to be done, much has been accomplished. Expansion of our training programs to attract new members and upgrade our own members' skills; effective new organizing drives; attempts at greater union/employer cooperation; a renewed emphasis on pre-hire agreements and the drafting of effective contract language to protect members' rights—these were seen as immediate goals for construction Teamsters.

Obviously, there's a continuing need for increasing political awareness and involvement at the local, state and national levels, if union leaders are to protect workers in an industry that has been battered by years of uncertain economic times.

Delegates left the conference, ready to achieve our objectives and intent on carrying the message back to their locals.



# **Household's Moving Onward**

onvening concurrently with the IBT Construction Division's annual session was the IBT Household Goods, Moving and Storage Trade Division, which hosted its own round of talks on April 8 and 9, 1986.

Sessions were moderated by Richard Peluso, a representative with the Eastern Conference of Teamsters and its Moving and Storage Division.

As participants listened to progress reports and updates on prevailing circumstances around the country, they were reminded that, in virtually every area, there remains intense competition for the available work from non-union companies.

Further erosion of our jurisdiction comes from the carpenters and laborers, both union and non-union, who in the absence of effective pre-job agreements, capture work that should belong to the Teamsters.

Delegates were urged to seek such understandings early on at each job site to prevent employers from exploiting the situation and allowing other workers to infringe on our traditional job jurisdiction.

Reports from the field suggested that the division has a long way to go, but that the task is not an impossible one.

Peluso, reporting on condi-

tions within the Eastern Conference, predicted that while there currently is not enough organizing going on in the East, the future looks bright.

He reported that there has been much movement recently, especially in the Washington, D.C. area, in getting new contracts signed, despite the continuing threat posed by its right-to-work neighbor state,

George Chambers of the Western Conference issued a call for more effective organizing efforts nationwide. Conceding that many companies shy away from unionized operations, Chambers pointed out the tremendous number of companies that are non-union and suggested that this could be fertile organizing territory. He emphasized that low membership ratios can be turned around, especially if we can get strong assistance and support from our International and intensive organizing efforts are begun among our affiliates.

"This division has great potential," he said, predicting that "it could eventually be larger than the Freight Division, given some aggressive efforts.

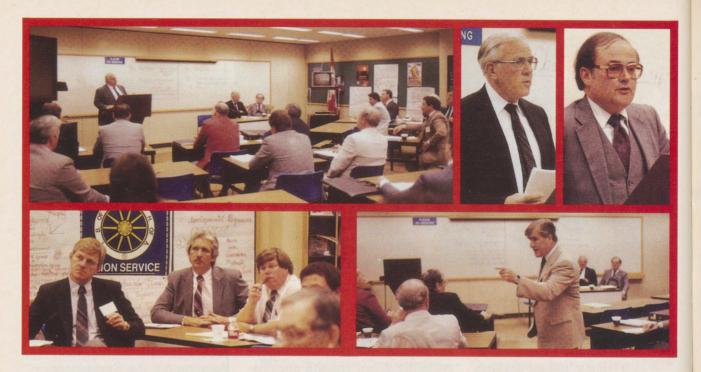
Tom Kellerhuis, director of the IBT Building Material and Construction Division, told delegates of the union's continuing

efforts to iron out jurisdictional problems with the Carpenters. Pointing out the Carpenters' policy of targeting specific areas to organize, one state at a time, with support from their International offices, he suggested that such a policy might work for the Teamsters as well.

Kellerhuis offered the services of his IBT division as a conduit to others in labor for Household Goods affiliates to use as they seek to improve their negotiating and organizing strength.

Perhaps one of the most important things to come out of the session was the recognition that all delegates shared mutual concerns and a singular dedication to solving their common problems. The networking possible at meetings such as these allows Teamster affiliates a chance to establish ties, coast-to-coast and nation-to-nation, that can help Teamsters in all their representation efforts and organizing battles.

If the moving and storage industry is largely unorganized, delegates agree, that presents an area of tremendous potential which we can and should explore. Formulating effective measures to do so, and harnessing that potential for the cause, will be major goals of this division in the coming



# **Innovative Alternatives to Confrontation**

he Teamsters Union began an innovative new educational prototype program on April 7-9, when representatives of Teamster locals, along with management officials of Nu-Car Carriers, Inc. inaugurated a first-of-its-kind joint training seminar at IBT headquarters.

Participants were welcomed to headquarters by Teamsters General President Jackie Presser, International Vice President Walter Shea and National Automobile Transporters Labor Division Co-Chairman Ian Hunter.

They were told by IBT Education Director Art Kane at the outset that, faced with a society where international competition dominates and there are increasing consumer demands for quality, changing employee expectations and an underutilization of human resources, there's a very real need for workers and their employers to begin joint experiments in trying to introduce innovation and change into their organizational structures to meet changing workplace challenges.

Teamster leaders expanded

on that. "With the changing of America, you will face the need to change," the Teamsters' Presser told the group. "We are dealing with more sophisticated employees who are familiar with the financial world, investments and annuity programs. There's a tremendous void between management, labor and the employees who are our members. We need to address that."

Presser warned that with the Japanese establishing car companies in the U.S., it may not be long before they enter the car-hauling domain as well, in pointing out just one change that conceivably could come and urging participants to use their time productively to gain new insights and perspectives on the directions in which we need to go.

"If you are interested in your union and your company, you have the opportunity to do something of real value," he noted, by actively participating during the three-day session.

This seminar was the first of what is hoped will be a series of labor/management seminars between Teamster affiliates and representatives of companies signatory to the National Automobile Transporters Agreement.

Such sessions represent an attempt by both the Teamsters and management to foster better understanding and a broader spirit of cooperation and coordination. Key goal, of course, is resolution of some of the underlying problems demonstrated by conflicts during the 1985 round of bargaining talks over a new agreement, in an effort to avoid similar confrontations in the future and preserve a strong industry and an effective master agreement.

Vice President Shea, co-chairman of the meeting, noted that the idea for the meeting evolved out of a series of seminars held after 1985's tumultuous contract talks as negotiators grappled for ways to solve any underlying problems that might exist. "We are here to help, not hinder," Shea noted. "In the last round of talks, problems may have existed at the local level, but they were felt at the national level. Preventing similar catastrophes in the future is what we'd like to do."

Shea said the goal of the new program is to make both union and management personnel more sensitive to each other's concerns and needs.

Ian Hunter, representing the employers, agreed, saying, he "welcomed the opportunity to find new ways of doing business that will help eliminate situations similar to that faced in the summer of 1985."

Thanking Teamster business agents for their willingness to be involved, Hunter added, "It's not easy to be first. Nu-Car Carriers is just one employer in an industry composed of 36 signatory employers, representing 26 carriers. Hopefully, what we have today is just the first of 25 more sessions," he said.

Hunter cited a number of factors impacting on the industry today, including deregulation and changes in the marketplace in terms of shipper attitudes, before saying, "We must be willing to accept our differences and discuss our problems or we will continue to face problems. We as an industry owe it to you, and we owe it to ourselves, to look at new solutions to any problems we face. I hope this seminar will lead to new ways of thinking and changes that will occur as a result of that new way of thinking.'

During the three days of meetings, participants explored some insightful new ways of dealing with their problems, guided by the Teamsters' Educational Department staff under Assistant Director of Education Sally Payne's leadership.

The participants experienced the difficulty of communicating by role-playing in a communication game.

Following this, the group began looking at the elements that must be considered when examining any organization, namely: people, technology, information systems, helpful mechanisms, rewards, leadership and the outside environment.

For this, the group was divided into teams, with each team given one of the elements to analyze for the carhaul industry.

At session's end, Dr. Aubrey Daniels made a presentation on performance management, stressing the importance of positive reinforcement in the workplace.

Day two opened with an assessment of the different psychological tools presently being used by companies.

Class participants actually took the Myers-Briggs Type Indicator Test and did other exercises that readily showed the basic differences in individuals.

An afternoon session was devoted to role reversals and a mock hearing, where participants actually acted out problem situations, putting themselves on the other side of the fence for the exercise.

The last day of the course began with a discussion by the union group of their problems, while management listened. This was followed by a similar management discussion, during which the union group listened.

Problems discussed were then charted, after which the group divided into four teams to develop a list of priority problems and plans that could be used to help solve these problems. Each team then presented its action plan to the group as a whole.

As the program concluded, the Teamsters' Shea and Auto Transporters' Hunter made brief wrap-up comments, following which the group offered the pros and cons they had about the program. Evaluations were sought from each participant.

The session concluded with  $\alpha$  tour by the entire group of IBT headquarters.

"A great first step," was how Kane, Payne and Teamster leaders termed the session.

Hopefully, it will be the first of many as Teamsters and the carhaul industry attempt to bridge our differences with a coordinated approach and a new sense of awareness about our mutual interests and concerns.



# TITAN —

ven as Convention '86 approached, IBT staffers were still hard at work, fulfilling the countless routine functions that are necessary every day at headquarters to accomplish the important job of servicing the membership.

One expression of this dedication was the recent weeklong attendance by IBT International auditors at a session hosted at headquarters to familiarize them with the new Teamsters' Computerized Bookkeeping System.

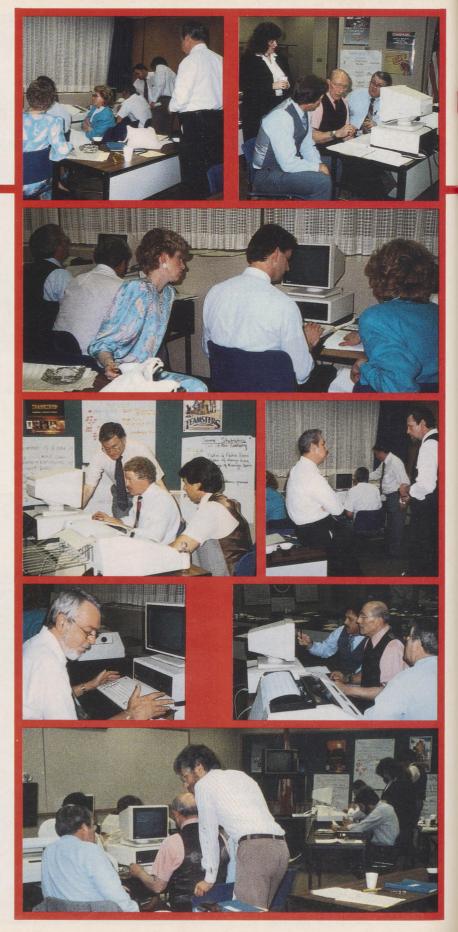
The system, recently perfected and brought on line by IBT personnel as an additional service to affiliates, is currently in use at more than 120 IBT affiliated local unions around the country.

The Computerized Bookkeeping System was developed in response to countless inquiries and requests by Teamster locals which sought computerization of their entire local union bookkeeping systems to simplify office accounting procedures.

This new system, developed by IBT personnel, using the Manual for Local Union Secretary-Treasurers, has proved an immediate hit with affiliates.

Early installations were accomplished by Electronic Data Processing personnel to ensure that all bugs were eliminated from the system.

As a growing number of installations around the country came on line, however, the time had come for our International auditors—who access the equipment daily in the course of their day-to-day services to



# **PER-EXPANDING SERVICE TO AFFILIATES**

affiliates—to become fully conversant with the system's capabilities and functions.

From April 8 until April 11, our International auditors convened for day-long sessions at headquarters with EDP personnel to acquaint themselves with this new system.

During the intensive classroom time, each auditor learned
to put the system through its
paces, to accomplish the production of cash receipts, cash
disbursements, statements of
assets and obligations, bank
reconciliations, and other forms
a local might want to process.

The Computerized Bookkeeping System, these staffers learned, is designed to eliminate any duplication of posting currently required under the manual system, while still providing the local union trustees with all information necessary to perform their duties and responsibilities.

The system will also print all those forms necessary to their operations which previously had to be prepared manually.

Since it is imperative that all local union personnel responsible for maintaining on-system a local union's books and records become thoroughly familiar with the Computerized Bookkeeping System, it is essential that all International auditors, TITAN field representatives and TITAN procedural information specialists be capable of answering any and all questions that arise since they are our first line of defense, so to speak, with affiliates and are in closest day-to-day contact with

the local's personnel.

By week's end, each auditor and/or new TITAN representative had become fully conversant with the tremendous potential of this new TITAN software system and had mastered all details of helping a Teamster affiliate log all necessary data onto the system to accomplish all their financial transactions each month.

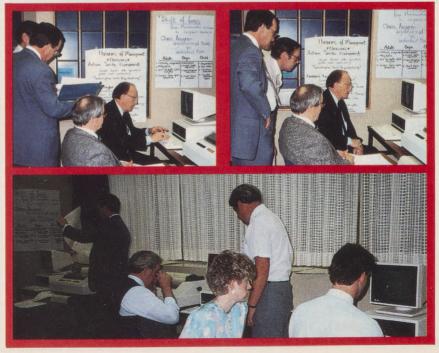
Attending the four-day program, in addition to TITAN EDP personnel, were International Auditors William Evans, Jim Farrington, Richard Fitzsimmons, John Hartigan, Richard Lyter, Bruce Mohn, Paul Murphy, Gaston Poisson, Robert Rampy and James Schoessling, along with TITAN Representative Robert Henry.

Working with this team to

teach them the ins-and-outs of the system was the highly professional EDP staff, which devised and perfected all programs for the new units inhouse, under the leadership of EDP Department Director Ed Dellinger.

All involved agreed that the potential for the new system is incredible. Augmenting the system with the new off-line personal computer capabilities just introduced, any affiliate now has the opportunity to have a thoroughly modern, high-tech, automated, smoothly running, professional office setup to handle all its clerical and accounting needs.

The Teamsters are on the march, putting technology at work to serve our members' needs.





# Leadership Academy a Hit

ith the Teamster Leadership Academy now in recess until after the Teamsters' convention, Educational Department staffers have recently had time to assess the strengths and shortcomings of this revitalized IBT headquarters program, active again since the first of the year, and make plans for upcoming programs.

Four groups have attended the program, three of them American and one Canadian, since the course was revived, targeted at the outset for new Teamster officers. More than 100 Teamsters are today functioning better as union officers as a result of the training sessions.

The most recent group to attend were Teamster leaders participating in a March 31 to April 4 program at the IBT.

These new Teamster leaders explored the ins-and-outs of their union structure as well as their own fiduciary responsibilities as local union leaders with Education Department personnel, visiting departmental directors and staffers and Team-



ster leaders. The result was an increased familiarity with all the services their union has available to assist them in servicing their membership.

This summer, as the program gears up again, attention will focus less on the basic needs of new officers and more on the creative ways in which these local union Teamster leaders can accomplish their representation role, with the IBT providing hints on a diverse range of subjects, from communications to corporate consultants.

Upcoming courses will address the needs of specific groups, such as business agents and representatives, as well. The department also plans some specialized programs tailored to helping our leaders function in a rapidly changing labor environment.

If change is to be the order of the day, the IBT Education Department is committed to helping IBT officers meet those challenges, fully equipped to handle anything that comes!

# **Participants**

lass participants in the March 31 to April 4
Teamster Leadership
Academy session included:

- John M. Mozena, Local 24, Akron, OH
- Philip W. Crawford, Sr., Local 32, Waynesboro, PA
- Rod Mendenhall, Local
   174, Seattle, WA
- Mario Gullo, Local 287, San Jose, CA
- Lawrence M. Bastian, Local 320, Minneapolis, MN
- Joseph H. Crouch, Local 322, Richmond, VA
- Robert L. Ferguson, Local
   422, Cleveland, OH

- Bernice Wilson, IBT, Washington, DC
- David Anderson and James J. Keogh, both from Local 638, Minneapolis, MN
- Roger H. Storer, Local
   649, Falconer, NY
- Jim Henry, Local 679, San Jose, CA
- Edward Tracy, Sr. and Bruce W. Bush, both from Local 680, Union, NJ
- Jon E. Lainhart, Local 693, Binghamton, NY
- Luis Bustamante, Local 748, Modesto, CA
- Kenneth C. Laukhuff, Local 771, Lancaster, PA
- And Anthony Rizzo, Local
   945, West Paterson, NJ

If You Want to Attend the Academy, Register Now Class Space Is Filling Rapidly for the Rest of '86

eamsters who would like to attend one of the remaining Labor Academy classes of the year are urged to apply for spaces in the classes already scheduled as quickly as possible since class size is limited and the classes are filling rapidly.

The IBT Education Department currently has plans to convene six additional sessions (dates as shown on the registration form). To apply, simply fill out the form included here and return it to the Education Department, specifying which class you would like to attend.

# TEAMSTER LEADERSHIP ACADEMY REGISTRATION FORM

| Officer's Nar                          | ne and Titl                                     | e:  |            |
|--|---|---|------------|
| Local No. an                           | d Address:                                      |   |            |
| Principal Off                          | icer? _   | Yes   | No         |
| Length in Of<br>Principal Off          |   | Years   | Mon        |
| Public Sector                          | r, Brewery,<br>rehouse, I                       | eight, UPS, Airline,<br>Bakery, Dairy, Ne<br>ndustrial, Miscella            | wspaper,   |
| Are you α Pe                           |   | th and Welfare Tr   | ustee?     |
| Please selec                           | t one of the                                    | e following TLA pro   | ogram date |
| Ju                                     | ine 23–27, 1                                    | 1986  |            |
| Ju                                     | aly 21–25, 1                                    | 986   |            |
| A                                      | ugust 18–2                                      | 2, 1986   |            |
| S                                      | eptember 2                                      | 2–26, 1986  |            |
| 0                                      |   |   |            |
|  | ovember l'                                      |   |            |
| PLEASE SEN<br>FOLLOWING<br>PRIOR TO PI | D THIS REG<br>ADDRESS<br>ROGRAM:<br>Arthur F. K | GISTRATION FORI<br>NO LATER THAN<br>Cane, Director of Ed<br>na Avenue, N.W. | 3 WEEKS    |

\*\*IF YOU MUST CANCEL, PLEASE LET US KNOW AS SOON AS POSSIBLE. SINCE THERE IS LIMITED SPACE, WE WOULD LIKE TO GIVE SOMEONE ELSE THE CHANCE TO ATTEND. THANK YOU.

## It's Convention Time, Brothers & Sisters

# As the Start of the 23rd Convention Nears, the IBT Travel Service Is Working Around-the-Clock to Meet Your Needs

xcitement is rising as the days tick off toward May 19 and the start of the 23rd International Convention.

More than 2,000 Teamster delegates and alternates, accompanied in some cases by their families and guests, will be converging on Las Vegas, Nevada, the week of May 19-23 to undertake serious deliberations on the course of the Teamsters Union for the next five years.

Getting the delegation from all points of the United States and Canada could be a logistical nightmare in itself, but the process was simplified for many this year by utilization of the Teamsters' new Travel Management Bureau.

# [1-800-238-3838]

That was the magic number, as hundreds upon hundreds of Teamsters discovered a whole new easy way of making onestop travel arrangements through a single phone call method.

Our travel management service has been answering those calls and working frantically since early this year to guarantee any Teamster using this IBT service the best possible dis-



counted airfares, hotel rates and other travel services.

The IBT program will be operating round-the-clock right up to convention time for anyone needing last minute assistance with their travel needs.

Travel Management Bureau personnel will also be manning a booth at the Exhibit Hall in the Convention Center throughout Convention Week to provide on-site travel assistance to those who've used their services and explain the system to those who'd like to know more about how to use its facilities.

After the convention, the program will be expanding to answer Teamsters' travel needs.

The group will, first and foremost, be helping the Teamsters arrange group meetings scheduled around the country, to ensure cost savings for participants.

It will also be assisting individual Teamster local union officers and affiliates with their travel needs as requested, utilizing personal profiles on file in the service's data base and the system's 800 number to make any desired business travel arrangements, including discounted airline, hotel and rental car reservations.

As a part of this program, the service plans to keep our network of more than 7,000 local union and other affiliated officers aware of special hotel and airfare discounts, as they arise, to help them avoid any unnecessary expense in their union-related travel.

The third phase of the program will encompass the personal travel needs of the Teamster membership and will be handled by a separate Leisure Program branch. Under this program, still in the formative stages, Teamsters will be able to utilize the travel service by calling a local Gelco office for their transportation and other reservations needs.

Teamsters who've utilized the travel service thus far can attest that it is the easiest, fastest way to answer all your travel needs. The next time you need to travel on Teamster business, give them a call and see how much easier things can be!





May 19-23, 1986

# DELEGATES GATHER IN NEVADA TO DELIBERATE

he 23rd International Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, which gears up later this month in Las Vegas, Nevada, is shaping up to be a really great show, an extravaganza of sights and sounds designed to show Teamster delegates the many facets of the organization that is today's Teamsters Union.

#### **Months of Planning**

Convention planners and IBT staffers have been working for months now to ready more than 40 exhibits for the Convention Center North Hall Exhibit Area, each of which will tell delegates about some facet of the union's operations. Exhibitors as diverse as the National Easter Seals Society and the

IBT Travel Management Service will be on site, side-by-side with representatives of all key Teamster headquarters departments, trade divisions and trade conferences, to graphically demonstrate the Teamsters' partnership with the members, with our states and communities, and with civic and charitable groups.

#### **Informative Booths**

These exhibits will be open during a three-day registration period and at intervals throughout the week to entertain and inform Teamster delegates and alternates and their guests.

Once the convention begins in earnest, the week of May 19-23, 1986, delegates and alternates will undertake a business agenda that will both enlighten them and expand their horizons.

#### **A Solemn Obligation**

Delegates, in return, will, through their deliberations on amendments to the IBT constitution, if any, along with their actions in nominating and electing officers, enacting resolutions and undertaking other procedural business, be determining the course of the union for many years to come.

A "state of the union" address by both the Teamsters' top officers will be another priority during the week.

The fate of the 83-year-old International Union will be in delegates' hands; steering a straight course will be the challenge each elected delegate faces.

Some unusual presentations have been scheduled for con-





# CONVENTION WEEK '86

vention week, along with a number of informative speakers, to provide delegates with food for thought.

# Thought-Provoking Speakers

Keynote speakers for the week include, in addition to  $\alpha$  host of Teamster leaders, the following:

 Secretary of Labor William Brock:

 Senator Orrin Hatch, chairman of the Committee on Labor and Human Resources, the United States Senate;

 Representative William Clay (D-MO), chairman of the Subcommittee on Labor-Management Relations, U.S. House of Representatives; and

 General Alexander Haig, former Secretary of State and president of Worldwide Associates.

Among others confirmed to address the delegation as International Teamster went to press were: Frank Fahrenkopf, chairman of the Republican National Committee, Las Vegas Mayor William Briare, and Tuskegee, Alabama, Mayor John Ford, president of the World Conference of Mayors.

A series of special videotaped guest dignitary greetings also has been prepared and will in-



clude messages from Vice President of the United States
George Bush, U.S. Senator from
Nevada Paul Laxalt, Speaker of
the U.S. House of Representatives Thomas P. "Tip" O'Neill
(D-MA), Representative Jim
Wright (D-TX) and Senator Robert Dole (R-KS), among others.

Other messages coming through the marvels of videotape include remarks by Representative Jack Kemp (R-NY), former U.N. Ambassador Jeanne Kirkpatrick, Representative Richard Gephardt (D-MO) and former White House Assistant to the President for Public Liaison Linda Chavez.

#### **Program on Trade**

A special "Buy American" program, with remarks from the Teamsters' Jackie Presser and former Assistant Secretary of Commerce for Trade Adminis-

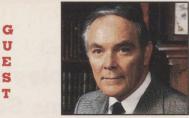
While the sights above may be what you associate with Las Vegas, delegates will be in the Convention Center hard at work the week of May 19–23.

tration Larry Brady, accompanied by a special "Buy American" slide show, hopefully, will drive home the importance of this effective International program to both American and Canadian Teamsters, whose support and assistance the union hopes to enlist for the cause.

Doctors Donald Dawson and Michael DeBakey, members of the Teamsters Medical Advisory Committee, will lead off an informative array of speakers who'll tell the delegation about Teamster activities today.

Delegates are slated to hear also from Robert Dachman, executive director of Little City Foundation in Palatine, Illinois, U.S. Savings Bond Program
Representative Arthur Maxwell,
and the National Easter Seal
1986 Poster Child Jamie Brazzell, accompanied by his
mother, Denise, and National
Easter Seal Society Representative Gloria McDonald.

Videotaped greetings are expected to come also from U.S. Ambassador to Mexico John Gavin; Jerry Lewis, representing the Muscular Dystrophy Association; Pat Boone, representing the National Easter Seal Society; and Sammy Davis, Jr.



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Alexander Haig



Orrin Hatch



William Brock



William Clay

Convention '86 A Real Spectacular

Representing labor, we hope to have with us Robert Georgine, president of the Building and Construction Trades Department of the AFL-CIO, along with American Postal Workers Union President Mo Biller, Service Employees International Union Secretary-Treasurer Richard W. Cordtz and several other quests.

Delegates will also hear from and be able to reminisce during the week with former Teamster leaders such as former General President Dave Beck, former General Secretary-Treasurer Ray Schoessling and former General Secretary-Treasurer Murray W. Miller.

Special highlights of the week will include a number of special presentations prepared just for delegates to the 23rd International Union Convention.

These include a film, "We're America's Teamsters," a multimedia show entitled, "Proud to Be a Teamster," and a special Convention "Scrapbook" Slide Show.

As we said at the outset, it's going to be a really spectacular week—action-packed and full of material for and about the Teamsters that will truly help each delegate do his or her job as a union representative with the membership better. No delegate will want to miss a moment of what promises to be the most informative gathering this union has ever held.

# Like Archaeologists, Teamster Historians Set Out to Unearth and Tell the Real Story about the Development of Today's Teamsters Union

everal months ago, a farreaching and broadranged historical project was begun at IBT headquarters, after approval of the Teamsters' General Executive Board, with little advance fanfare or ballyhoo.

First phase of the project, as announced in March, was the creation of a labor history training course, to be conducted at Cornell University this summer, to train qualified candidates about the role of the Teamsters and other labor unions in an economic democracy and enlist their support for future educational efforts about our union in the nation's schools.

With planning now well underway for that seminar session, which will involve 100 educators from the U.S. and Canada, IBT Human Services Director Father David Boileau has recently begun implementing other components of the innovative five-year labor history course he was recently authorized to initiate.

Over the next five years, Boileau and his colleagues, in a tremendously ambitious undertaking, will be attempting to attract professional historians to our cause in an intensive effort to accumulate all the accurate data we can on the history of the Teamsters and to compile this mass of information into a comprehensive published history of our union.

Boileau envisions several phases to the project, among them:

- Establishment of a History Advisory Board, to provide professional oversight and direction; establish high levels of credibility and professional standards; maintain a high level of credibility with professional historians and scholars who become involved with the project; and provide the Teamsters' leadership with assurances that the project will be completed with the highest professional and scholarly standards.
- Development of an IBT Archives Project, to promote responsible academic studies of the IBT's history; create a top drawer, highly organized union archives; establish a records management system to catalogue records for safe storage and easy retrieval; and organize and catalogue all records that document the organization, development, operation and impact on society of the IBT, providing a system for easy retrievability of these documents.
- Initiation of an Area Conference History Project, to document the unique contributions of the five IBT area conferences and explain their origins, functions and political history in context of the American labor movement as a whole.
- Creation of a State-by-State History of the Teamsters, allow-

ing Teamsters from every area of the U.S. and Canada to document their own unique contributions to the labor movement and preserve them for future generations. Toward this end, the Human Services Department is preparing materials for 23rd convention delegates to acquaint them with what's involved in compiling such a history. The department also can act as a go-between for IBT local union officers and scholars and State Humanities Committees to facilitate the researching, writing and publication of such statewide Teamster histories.

 And finally, Creation of a **Comprehensive National History** of the Teamsters, incorporating all components contained in the state-by-state histories, as well as national work, research, analysis and writing, to produce a set of volumes unparalleled in American labor history in its extensiveness and completeness, with one volume envisioned as a scholarly work aimed at the scholastic community, and another, as a popular, journalistic history, written to attract IBT members and the general public.

Toward these goals, the
Teamsters Union has recently
brought on board Dr. Frank
Gannon, an experienced labor
historian, researcher and
writer, to begin compiling the
resources necessary to complete

the Area Conferences History Project, one of the key phases of this comprehensive program.

One of his immediate goals will be researching the role of the Teamster area conferences and their contributions to the labor movement and developing a proposal to the NEH to enlist its support in making a grant available to help us underwrite this comprehensive undertaking.

Since coming on board, Gannon also has begun outreaching to the academic community for its input and consultation as well as to old-time Teamster leaders for their reminiscences and recollections. He has also begun the laborious task of sifting through the Teamsters' inhouse archives to see what resources already exist in an effort to begin making this treasure trove of artifacts available for posterity.

American historian Francis Parkman once said, "Faithfulness to the truth of history involves far more than a research, however patient and scrupulous, into special facts. Such facts may be detailed with the most minute exactness, and vet the narrative, taken as a whole, may be unmeaning or untrue. The narrator must seek to imbue himself with the life and spirit of the time. He must study events in their bearings near and remote; in the character, habits, and manners of those who took part in them. He must himself be, as it were, a sharer or a spectator of the action he describes.

It is this seemingly impossible task to which Father Boileau, Dr. Gannon and the Human Services staff have dedicated themselves; with each Teamster's input, in terms of recollections, artifacts, personal experiences and labor history, ours is a story that can and will finally be told, so that the world can see once and for all, the countless contributions of the magnificent organization that is today's International Brotherhood of Teamsters.

# Gannon Is Named to Research Area Conferences

r. Frank Gannon, the Teamsters' new labor history project administrator, is a veteran labor researcher and writer, whose roots have been deeply entwined with the Teamsters for some years.

Gannon, in the late 1950s, joined the staff of the Eastern Conference of Teamsters, where he worked side-by-side with Teamster greats like former IBT General Secretary-Treasurer Thomas E. Flynn, then director of the Eastern Conference, and came to know Teamster leaders such as former IBT President Jimmy Hoffa.

Gannon played an integral role in the development of the young conference back in that era before pursuing a varied career that has taken him to all points of the globe, and seen him working in Europe, the Caribbean and Latin America, and living in Mexico, Nicaraqua and Guatemala.

He has worked with the United Steelworkers of America, for the AFL-CIO's AIFLD in El Salvador, and as a manpower development specialist in Central America, as well as working with the late Joseph D. Keenan and Presidents Abel and Turner of the AFL-CIO in running the National Summit for Energy Leadership.

He also has served on the Advisory Committee on Latin America of the American Enterprise Institute and has written



voluminously on hemispheric affairs. He is also vice president of Joint Action in Community Service, a citizens coalition working to support the Job Corps, and chairman of the CARA national Catholic Research Center group board of directors. He holds a Ph.D. in Political Philosophy from the Catholic University of America.

Gannon is the author of numerous books, papers and articles, among them Labor and Industrial Relations, written in conjunction with the Eastern Conference of Teamsters; the 1984 volume, Joseph D. Keenan, Labor's Ambassador in War and Peace; and a forthcoming book on Hon. Chet Holifield, retired chairman of the Joint Committee on Atomic Energy.

He also is a recognized expert on international affairs, energy and industrial matters and has authored numerous articles on these topics as well.

He frequently lectures on labor and industrial relations questions, most recently addressing the 300-member student body of the National Defense University on Labor, Defense Mobilization and National Security.

Dr. Gannon makes a welcome addition to the Teamster family and, we are sure, will become a recognized member of the team as he begins contacting affiliates for their input on this important research project in the coming weeks and months.



# Teamsters Testify On Armored Car Statute; Argue That Language Needs Changing

mored guard case last month before the Senate Subcommittee on Labor. The April 24th hearing was held to debate the merits of the Teamsters-supported bill, S. 1018, introduced last spring by U.S. Senator Slade Gorton (R-WA) and cosponsored by sixteen of his Senate colleagues.

#### **Persuasive Witnesses**

IBT Staff Attorney Wilma B. Liebman was the union's chief witness at the hearing. Also testifying in support of the legislation were Mark Endresen, research chairman of the Western Conference of Teamsters, Senator Gorton, James L. Medoff, professor of economics at Harvard University, and Service Employees International Union Secretary-Treasurer Richard W. Cordtz. Their testimony was supplemented by a lengthy written statement submitted by Teamsters General President Iackie Presser.

S. 1018, if enacted, would amend National Labor Relations Act language governing representatives of armored guards. It would reverse National Labor Relations Board interpretations of the Act that in recent years have stretched the meaning of "plant guard" to include armored car drivers and package express couriers.

As Ms. Liebman pointed out in her testimony endorsing the bill, the net result of the NLRB's policies has been to deprive unnecessarily and unfairly thousands of workers of the right to freely select a bargaining representative of their choice—a basic right under this nation's labor laws.

#### The Issue in Question

The provision the bill seeks to correct in the NRLA is Section 9 (b) (3), which prohibits the NLRB from: (1) finding appropriate any bargaining unit which includes both guards and other employees; and (2) certifying as bargaining representative any union which admits both guards and other employees.

The provision was originally adopted in 1947 as a way to minimize divided loyalty, should plant guards be called upon to enforce an employer's rules against employees or to maintain order during labor strife.

#### **Divided Loyalties? No!**

However, over the intervening years, the NLRB has so loosely and imprecisely interpreted Section 9 (b) (3) that it has extended the "divided loyalty" rationale to armored car drivers, express couriers and other bailees. This has posed a particular problem for the IBT which, for decades, has represented thousands of armored car drivers at Brinks, Wells Fargo and other carriers.

In the Teamster leader's statement, he pointed out that the situation has become especially onerous since 1984 when the NLRB held that Wells Fargo had the right to terminate a longstanding bargaining relationship with Teamsters Local 807 in New York. Since then, the union testimony observed, "Wells Fargo and its competitors, such as Brinks, have substantially rid themselves of union relationships throughout their systems."

Thus, through the misguided action of the NLRB, the lives, livelihoods and benefits of many of our members have been put into real jeopardy. Some of these members have

been under union contract for decades.

Accompanying Staff Attorney Liebman before the subcommittee was Ed Hucke, president of Teamsters Local 725 in Chicago. Liebman notified the legislators that just a few years ago, Ed Hucke's local had about 1,000 members, all of them armored car drivers.

This local had collective bargaining relationships with Brinks, Purolator Armored, Illinois Armored Car, Parking Meter Services and Gelco Courier.

#### **Credible Testimony**

Today, Local 725 has no contracts and no members. Many of Ed's members have permanently lost their jobs or suffered sharp loss of benefits.

"This situation, unfortunately, has been repeated all over the country," Liebman told the subcommittee.

Senator Gorton, in his testimony, said that "simple justice" demanded that this situation be reversed through enactment of S. 1018.

"S. 1018 would end the second-class labor rights of thousands of Americans, by granting them once again the right to choose the bargaining agent they believe will best represent them....the NLRB's interpretation of the guard clause has strayed far from the clear intent of Congress in enacting Section 9 (b) (3).

"These employees are not 'guards' within the meaning of Section 9 (b) (3); rather they are 'bailees,' temporarily safeguarding the property of the employer's customers while it is being transported."

#### Where Does It Stop?

Senator Gorton went on to observe that the NLRB's rationale for expanding the definition of guards need not stop at armored guard drivers. "What significant differences are there

between the workers that now fall under the specter of 9 (b) (3) and truck drivers safeguarding valuable cargo? Is 9 (b) (3) to reach the U.S. Postal Service employees protecting and delivering the mail? Aren't bellmen who carry bags up to the rooms of guests in hotels protecting the property of the employer's customers?" Gorton rhetorically asked the subcommittee.

Liebman further bolstered the Senator's case by educating the panel to the realities of Teamster job responsibilities. "The armored guard's responsibility for the protection of packages entrusted to them is hardly unique," she noted.

"All truck drivers are responsible for the trucks and commodities entrusted to them. There simply is no logical reason—or security-related reason—for treating differently the armored car carrier and the non-guard common carrier of



## ARMORED CARS

coins, silver bullion or other valuable metals."

Liebman went on to reiterate the union's belief that the divided loyalty issue is being used as a clumsy pretext for getting rid of unions in the armored car industry. "Since our union could not organize the new entrants into the armored car industry after the NLRB treated their employees as guards, the already-unionized companies found themselves at a Board-created competitive disadvantage."

In other words, without Congressional intervention, the NLRB will be free to take a bad situation which they created and make it a worse situation. Support for this Teamster analysis was provided by Professor Medoff in his testimony.

He furnished the economic facts to back up our view that, as he put it, "Section 9 (b) (3) is being used solely to weaken the bargaining hand of labor, a fact which employers have tried to obfuscate with mention of the alleged problem of divided lovalties."

Professor Medoff concluded that Senator Gorton's bill, which merely defines "guard" as a "plant guard" would be an improvement over the current





situation, but went further and urged the complete repeal of Section 9 (b) (3).

The Teamster testimony and our supporters went a long way toward removing the "divided loyalty" smokescreen.

We will have to wait and see if the common sense approach of Senator Gorton and Representative Bill Clay, who has introduced a companion bill in the House of Representatives, will carry the day.

If the desperate and absurd rationales of those who testified in opposition to the Teamster viewpoint is any indication, we can afford to be cautiously optimistic of eventual victory. However, every Teamster member can do his or her part to assure victory by writing or phoning their representatives in support of S. 1018 and H.R. 2489.

## LEGISLATION— [G]

he IBT Legislative Depart- boun ment, in contrast to the sough normally slow legislative port maneuvering common on Capi. cludi tol Hill, has in recent weeks seen an incredible amount of were activity on issues of real impor-agree tance to Teamster members.

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Swinging into high gear, they o give have fought back an attempt to free r open the Hobbs Act to abusive pense practices by employers; were successful in gaining House passage of legislation that pre- lobb vents double-breasting in the construction industry; and parsive ! ticipated in two rounds of legis- defect lative hearings of extreme importance to our membership, the first on armored car legisla- he c tion (reported on elsewhere in this issue) and the other before a Senate panel discussing the vitally important issue of lie deber l tectors.

#### **Double-Breasting Victory**

Teamsters achieved a major victory on April 17 when the House, by a vote of 229-173, passed H.R. 281 (S. 2181), the Construction Industry Contract Security Acts.

The legislation provides that "double-breasted" construction contractors must apply the terms of their union collective bargaining agreements to both their union and non-union shops.

In winning this victory in the House for unionized contractors and workers, the Teamsters worked behind the scenes to defeat several potentially devastating amendments that had been attached to the bill, including one that would have defined double-breasted companies as "single employers," allowing them to walk away from union agreements; another that would have permitted nonunion employees to vote for prehire bargaining agreements by secret ballot before being

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## EGISLATION—LEGISLATION—LEGISLATION—LEGISLATION

art-bound by them; and a third that e sought to avoid mandatory suptive port of a labor organization, inapi. cluding payment of union dues or fees, by employees who of weren't covered by prehire por-agreements.

All, of course, were designed they o give non-union workers a t to free ride at union workers' exve pense, an effort the Teamsters e vigorously fought.

### ore- Hobbs Act Standoff

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Victory was sweet, as intensive lobbying by our IBT forces gis- defeated a measure that would m- have make the Hobbs Act a tool for any anti-union employer in sla- the county to wield against its m employees or their union repreore sentatives.

S. 1774, introduced on Octode ber 18, 1985, by Senators Robert Dole and Charles Grassley, sought to overturn the 1973 Enmons decision, thereby making minor picket line incidents federal crimes, complete with stiffer penalties and hefty fines.

Such legislation would have placed the full prosecutorial powers of the federal governat ment on the side of manageon ment in labor disputes and would have treated management and workers differently by th subjecting employees only to state criminal penalties, while subjecting workers to both state and federal prosecution for of-

The bill would have defined as extortion any threat of violence, property damage or actual violence, no matter how rivial, making even minor picket line offenses federal pa- crimes and subjecting both the worker and his/her local union officers to severe punishment.

The Teamsters have relentlessly fought any further restricre- ion of union members' civil y lights.

On April 14, 1986, Senator

Grassley moved to consider and debate S. 1774, a move which was opposed by a number of other legislators after a little parleying by the IBT legislative

After a group of Senators began a filibuster on the motion, Senator Dole attempted to free up the bill for debate and a final vote by petitioning for cloture to limit the debate, but fell short in the effort. That effectively prevents consideration of the bill in the near future, since Senator Dole has already indicated that the Senate leadership does not plan to bring the bill up for consideration again this session.

Although there is a dim possibility that the Senate could consider this bill as an amendment to other legislation, the Teamsters believe that likelihood is much diminished, thanks to effective maneuvering by the Teamster team.

#### Lie Detectors

As Teamsters heard at the recent IBT Legislative Conference, one of the issues this union is monitoring most closely right now is the progress of the "Employee Polygraph Protection Acts," H.R. 1524 and S. 1815, now before Congress, which would prohibit the use of lie detectors by private employers.

The union has intervened at a number of crucial points to keep the legislation a strong protection for workers' civil rights.

A House version of the bill passed on March 12, 1986, containing exemptions for most federal, state and local government employees, security guard personnel, pharmaceutical industry personnel and day care workers.

No exemption can, however, overturn state and/or local laws

prohibiting or restricting the use of lie detectors, nor do they overturn any applicable provisions of a collective bargaining agreement. These are key protections in the Teamsters' view.

Hearings on the Senate version of the legislation were held on April 23 before the Senate Labor and Human Resources Committee.

Teamsters testified at that hearing, as did representatives of the trucking industry, who raised another potential problem area that we'll have to monitor.

Out of left field, they asked for an exemption that would allow them to test all industry personnel, including drivers, warehousemen and office personnel. Clearly, this is something the Teamsters will op-

#### The Work's Never Done

Other Congressional action is in the works on tax legislation, a motor carrier safety bill, deregulation, the Fair Trade Wage Act and armored guards. Protecting Teamsters' interests is a 24-hour process.

No matter how effective the IBT legislative team is, however, they point out that the job couldn't ever be accomplished, especially on the Hobbs Act, without the active, involved support and assistance of all Teamster local unions and joint councils.

In response to a TITAN message on Hobbs, for example, we asked affiliates to contact their Senators one-to-one and urge support for our stance. In response to our appeal, their involvement made this a big victory for all of organized labor. Their calls, cards and letters from the field prove that DRIVE and political action can work and be effective in protecting Teamster members' rights.

# **IBT Participates in Pre-Summit Talks**

in another of our continuing series of outreach efforts to labor and business groups worldwide, the International Brotherhood of Teamsters recently participated in the Quadrangular Forum's Tokyo Meeting, a private sector pre-summit session that preceded the formal round of U.S.-Japanese trade negotiations.

Representing the Teamsters and acting as one of only three representatives of the American labor movement was IBT Governmental Affairs Director Paul Locigno, who stood in for IBT Vice President Walter Shea, a member of the forum by appointment of Secretary of Labor William Brock.

During the three-day session, held April 13-15, American members of the forum met with their Japanese and European counterparts for an intensive round of business talks, revolving around economic and financial issues, as well as questions involving politics and security.

The Teamsters' Lociano sat with American leaders such as AT&T International, Inc. President John E. Berndt, Morgan Guaranty Trust Co. Sr. Vice President Rimmer de Vries and Senator William V. Roth as part of a group that, in all, included 48 of America's leading decisionmakers. The session involved 21 representatives from Canada, as well as 19 policymakers from the Netherlands, France, Belgium, the United Kingdom, Italy and other European nations, and 85 of their Japanese counterparts.

Deliberations were timed to precede the upcoming trade summit and lend direction and

scope to its efforts.

According to Locigno, one of the most significant results of the meeting was the release of the Maekawa Report, which calls on Japan to restructure its export-oriented economy to reduce its trade surplus by expanding domestic demand.

The report, which will be administered by the Japanese government, urges the nation to

undertake efforts to:

 Establish a "flexible" policy of monetary management, which might include additional reductions in the discount rate, following two other recent cuts;

 Advance public works projects to the first half of the fiscal year which began April 1;

Pass on to consumers, through reduced utility rates and prices for imported goods, windfalls of about one trillion ven that importers gained recently from the yen appreciation and falling oil prices;

Promote urban redevelop-

ment through deregulation;

 Spur housing construction and private sector capital investment:

 Provide relief measures for depressed small enterprises as well as the metal mining indus-

try;

And make contributions to the international community. (The government indicated it would consider ways of easing the debt burden of Third World countries by possible use of windfall profits from the yen's higher value for official aid and preferential treatment in action programs.)

While implementation of the Maekawa Report recommendations could provide some relief to the world economic community by making it easier for Japanese workers to purchase imported goods, it remains to be seen how far the Japanese government will go in implementing these suggestions.

With our "Buy American" sentiments strong, Teamsters in both the U.S. and Canada will be watching to see what decisions those at the trade summit

later this year reach.

A rising tide of renewed calls for trade sanctions could be the result in both nations if trade negotiators fail to heed North American calls for a more equitable Japanese trade policy.



# IBT Opens Doors to Third World Visitors

he International Brotherhood of Teamsters, as part of its labor outreach efforts, played host recently to a distinguished group of Tanzanian labor and political leaders.

The delegation, in the United States for a month-long cultural exchange program sponsored by the African-American Institute, visited the IBT on March 27, to learn about the workings of the world's largest independent labor union.

Participants were much impressed with what they saw on their tour of headquarters and heard about in their conversations with IBT Governmental Affairs Director Paul Locigno, Governmental Affairs staffer Nancy Schoenig and Information Center Director Ann Thompson.

Thompson explained how the Teamsters Union functions and services its large membership, providing informational kits to explain our union's diversity, while Schoenig concentrated on telling the delegation about international projects with which the union has become involved in recent years. These included the opening of our Taipei office, the union's recent outreach trips to Europe and Asia and our "Buy American" program, begun as an expression of our

concern over the trade situation.

The delegation noted that the Tanzanian labor movement is nowhere near as specialized or advanced as our American system. The group, in fact, seemed



a bit overwhelmed by the size of our IBT facilities and the array of technological aids available to assist with the union's efforts on the members' behalf.

Participants in the morninglong seminar included: Issa M. Issa, deputy secretary-general, General Tanzania Labor Organization (Juwata); Justice Josephat Mackanja, chairman, Permanent Labour Tribunal, Dar Es Salaam, United Republic of Tanzania; Joseph A. Namata, executive director, Association of Tanzania Employers; and Nikubuka N. Shimwela, executive secretary of the National Productivity Council of Tanzania.

They responded by telling the Teamsters a little about their Tanzanian unions and how they function, and about Tanzania's primarily agrarian economy and exports, which include sugar, cashew nuts, coffee and cloves.

During their labor affairs project visitor exchange program, the group met with a number of business and union groups during their travels to several areas of the country.

Washington was the first leg of a trip itinerary that included both Florida and California.

While in the nation's capital, they also visited the National Labor Relations Board and several other business groups to gain a real understanding of our American systems. They hope to utilize the information they gain back at home in helping their nation make essential growth decisions at a crossroads in its national development.

They sought, as they said, "to learn from our successes." The Teamsters were happy to assist in this cooperative effort to help a developing nation increase its foothold in the world.

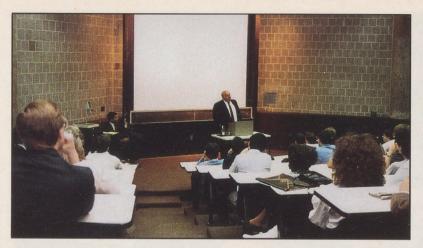


Teamster
Is Named
to
Presidential
Panel

BT Governmental Affairs
Director Paul Locigno, in
an acknowledgement of
the Teamsters' deep concern
over trade issues, has just
been named by President
Reagan to serve on the President's Export Council.

Locigno, 38, succeeds
Henry Zenzie on the Council,
a Presidential advisory group
within the Department of
Commerce which concerns itself primarily with international trade issues.

Locigno, in addition to this appointment, also represents the Teamsters Union on the President's Commission on National Employment Policy and the Department of Labor's Advisory Committee for Trade Negotiation and Trade Policy.





# Jackie, at Wharton, Stresses Trade

dent Jackie Presser, in a recent speech delivered before the famed Wharton School of the University of Pennsylvania in Philadelphia, Pennsylvania, charged American multinational corporations with abandoning American workers and urged America's future business leaders to join in formulating solutions to protect American industries and workers.

"Our own American Fortune 500 multinationals are on a global wage hunt to bag workers as cheaply as possible," the Teamster leader said. "The truth is we won't have 'Made in America' products ten years from now unless we take bold, decisive steps to stem the flow of jobs exports to the Third World."

He warned the Wharton students that industrial America is dying and that their own future business prospects may be jeopardized. "Today the United States is the world's leading exporter of manufacturing capacity. Everything it takes to make industrial products—investment capital, physical plant, technology, consumer markets and jobs—is leaving America," he pointed out.

"American companies are chasing slave wages around the globe, while here at home, factories are shutting down and entire communities are collapsing," he said. "As America's future business leaders, you can ignore this situation only at your own peril."

He reiterated Teamster support for the Fair Trade Wage Act, a bill introduced by Representative Tommy Robinson (D-AR). The Robinson bill would require U.S. firms to pay the U.S. minimum wage to its foreign workers making goods for U.S. consumers or be barred from the U.S. market. The legislation would also collect a fee from U.S. firms equalling the difference between what they pay their foreign workers to make U.S.-bound products and what those firms would pay American workers at home. The funds collected would be used to retrain and assist those

workers whose jobs had been lost to imports and to provide export financing for U.S. firms.

The Teamster leader called the Robinson bill "an important step toward putting America to work again and when America works, Wharton School graduates lead happy and prosperous lives."

Following his formal address, Jackie engaged in a lengthy question-and-answer session with the group of potential business leaders and attended a dinner hosted by Wharton at which he informally shared perspectives with the group on the need for mutual understanding and shared concerns among business and labor as we approach the 21st century.

## **Support for Filipinos**

fficers of the Teamsters
Union recently held out a
hand of support and solidarity on behalf of our members
to Mrs. Corazon Aquino, new
leader of the Philippines.

Expressing our members' hopes that her administration will further the cause of democracy and freedom, especially among the labor union members of that nation, Teamsters General President Presser wrote:

"We congratulate you on your

tremendous victory in achieving a peaceful transition to power. I greatly admire your passion for democracy and honesty, and want to extend to you our wishes for success in solving the many obstacles your administration now faces."

"As the largest free trade union in North America, we pledge to you our support and offer our assistance in fostering democracy among the Filipino trade union movement," he pledged.

# DRIVE

# As We Near Mid-Year, Activity Picks Up from Coast-to-Coast

eamsters attending Convention '86 will see a lot of evidence that the IBT DRIVE program is operating at peak efficiency, trying to get every Teamster signed on to a payroll checkoff program.

DRIVE representatives will be very much in evidence at the DRIVE booth, soliciting members' voluntary contributions and eager to tell everyone about how our DRIVE contributions are furthering the interests of every Teamsters Union member.

Around the country in recent weeks, the IBT DRIVE team has continued its blitz in its efforts to get those cards signed. We want to ensure that the Teamsters are Number One political action committee for 1986, come year-end.

DRIVE representatives recently visited Teamsters Local 327, Nashville, Tennessee; Joint Council 13 in St. Louis, Missouri; Local 79 in Tampa, Florida; Local 251 in Providence, Rhode Island; Local 135 in Indianapolis, Indiana; Local 767 in Arlington, Texas, and Local 443 in New Haven, Connecticut.

They're crisscrossing the country again and again to sign

up new DRIVE members wherever interest in the program is indicated.

At Local 327 in Nashville, Local 327 officers were actively assisted by the DRIVE team in signing up members at Commercial and the Nu-Car Company for the DRIVE weekly checkoff authorization program.

Aiding in the effort were Local 327 President Dempsey
Newell, Secretary-Treasurer
Zane Adams, Recording Secretary Shirleen Moulder, Trustee
Bill Boner and Steward Jack Edwards.

These Teamster leaders also stopped off to pay a visit to the Mayor of Nashville, Richard Fulton, to whom they presented a DRIVE hat on behalf of Local 327's membership.

Joint Council 13's continuing activism for DRIVE resulted in the presentation of two contributions to political candidates in that state recently, providing proof that members' DRIVE donations do return home to help support candidates at the state and local levels who are concerned about our members' interests.



Local 327 Teamsters





#### DRIVE

Joint Council 13 DRIVE Director Matt Abboud and J.C. 13
President Robert Sansone recently presented Lt. Governor Harriet Woods, a candidate for the U.S. Senate from Missouri this year, with a DRIVE contribution on behalf of Missouri Teamsters. Sansone, on behalf of DRIVE, also presented a DRIVE contribution recently to Wayne Cryts, a candidate for U.S. Congress from the eighth Congressional District of Missouri.

At Local 79 in Tampa, Florida, Teamster United Parcel Service members were the target of an intensive round of sign-ups, led by Local 79 President Bob Cummins, Secretary-Treasurer Ken Wood and Recording Secretary Bill Hick.



J.C. 13 Teamsters put DRIVE donations to work.







Goal was to get every Teamster from the area signed for the dollar-a-week checkoff program. This team reports that the results were impressive and that enthusiasm for the program is high down South.

At Local 251, in Providence, Rhode Island, the need for political action has been the theme of an ongoing DRIVE solicitation program. Under the leadership of Secretary-Treasurer Gerald Blinkhorn, area Teamsters are realizing the importance of DRIVE and are signing those checkoff cards in record numbers.

At Teamsters Local 135 in Indianapolis, Indiana, local union officers recently hosted a DRIVE kickoff stewards seminar to acquaint our front-line troops with the necessity for getting all Local 135ers onto the program.

Local 135 Secretary-Treasurer John Murphy, President John Neal and other officers of the local were on hand to urge political action. So, too, was IBT DRIVE Director Wallace Clements, who emphasized the importance of the program to the Teamsters, along with Indiana

At top, Local 79 UPSers join DRIVE; below, Local 251 members and officers get involved.



Conference of Teamsters President Lawrence Parrott and a prospective candidate for Indiana Secretary of State, Evan Bayh.

At Local 443 in New Haven, Connecticut, another DRIVE kickoff breakfast, hosted by Secretary-Treasurer Vincent S. Pisano, heralded the start of another intensive round of signups in this northern region which, it is hoped, will result in the addition of a large number





Local 135 Teamsters, new DRIVE members all, display their DRIVE hats. Below, Local 443's kickoff breakfast. Local 767 UPSers listened to Mike and Randy, then joined in a big way. One Teamster obviously wanted to consider his choice carefully.

of new members to DRIVE's

Last, but not least, DRIVE
Field Representatives Mike
Mathis and Randy Logan were
dispatched to Arlington, Texas,
recently. Their assignment was
to devote their time and energies to helping Teamsters Local
767 officers sign up United Parcel Service members for the
DRIVE weekly checkoff program. The IBT DRIVE team
members report that response
among these Texas Teamsters
has been tremendous thus far.

DRIVE has a real success story going, and with our members' continuing support, will be making a real showing for Teamsters in the elections this fall.

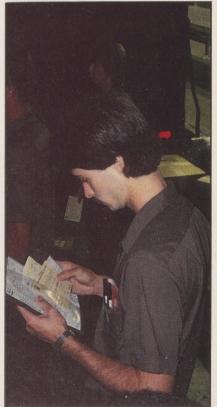
We're proving that we care enough about political action to



back our beliefs up with our dollars!

Delegates to the '86 convention are urged to look for the DRIVE staff in the Exhibit Hall and let them tell you more about how you and the members of your local can get involved in this exciting political action effort.





he vote count is pending as we go to press after an all-out campaign by the IBT Airline Division among TWA passenger service and reservations agents.

There are about 5,000 workers in the unit, all of them unorga-

nized.

"These people came to us for help," says Airline Division Director William F. Genoese, "because they found themselves caught in the middle in a corporate power struggle for control of the airline."

The struggle was finally won by Carl Icahn, a Wall Street wheeler-dealer who has made a career of gaining control of companies and then selling them off—with no regard for the workers.

Icahn forced the unorganized workers to take a 14 percent wage cut after making a deal with the IAM, which represents TWA mechanics, in which they agreed in writing that non-union workers would have big reductions in wages and benefits.

After the Teamsters announced plans to file with the National Mediation Board for an election, the IAM and the Independent Federation of Flight Attendants (IFFA) also filed. This put three unions on the ballot. IFFA represents TWA's flight attendants.

The situation was complicated on March 7, when IFFA

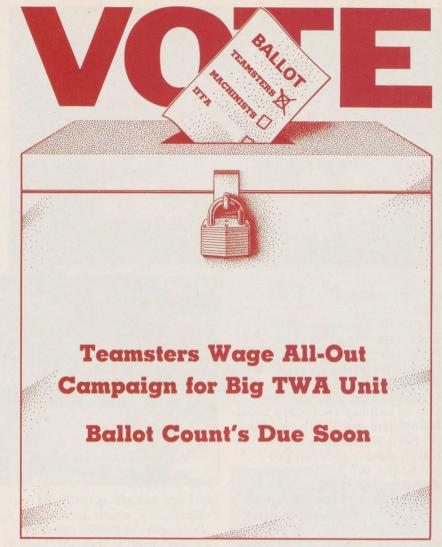
struck the company.

"IFFA leaders say the IAM had privated assured them that the IAM would support a strike," Genoese says. "But the IAM gave the flight attendants no support whatsoever."

When some mechanics refused to cross the IFFA picket lines, the company got a restraining order against them. The IAM leadership did not fight the company and let the issue go to arbitration, where the company ultimately won.

The Teamsters gave full support to the flight attendants.

TWA management waged a dirty tricks type of campaign



against the Teamsters, just as it had in 1981. In the 1981 election, the workers failed to satisfy a requirement of the National Mediation Board that 50 percent plus one of the eligible voters must cast ballots for a union in order for the election to be valid. The pro-union vote was 237 votes short of this requirement.

During the current election campaign, management hired a union-busting law firm and played anti-labor propaganda videotapes before captive audiences of the workers.

Genoese says the IFFA strike may have scared off some voters. The issue of terrorism, which hurt TWA's international business, may also have made some workers fearful of prounion activities.

Genoese says the Airline Di-

vision conducted a classic campaign, with an all-out effort at TWA's five major reservations centers—in New York, St. Louis, Los Angeles, Philadelphia and Chicago.

The unit includes workers in a total of 67 cities, and the Teamsters reached out to them by holding meetings, setting up committees, distributing dozens of flyers and reports and providing buttons and pens with reminders to vote.

While the campaign was in progress, TWA announced plans to acquire Ozark Airlines.

Genoese anxiously awaits the final vote tally, saying that a victory in the passenger service and reservations units at TWA could eventually bring thousands more workers into the IBT Airline Division as a result of the takeover.

# PAN AM SETS UP 'GOLDEN PARACHUTE' FOR TOP MANAGEMENT

# Teamsters Fight to Protect Rights of ALL Pan Am Workers

he Teamsters Airline Division is fighting to protect the rights of Pan American World Airways employees displaced by the company's sale of its Pacific Division to United Airlines.

When it was lobbying for government approval of the sale last year, Pan Am's top management told the Department of Transportation that no Labor Protective Provisions (LPPs) were necessary, because no jobs would be lost as a result of the sale. They said Pan Am would be bigger and better in 1986.

#### **Blame Where It's Due**

"Actually," says Airline Division Director William F. Genoese, "the company has gotten smaller, and it continues to lose millions of dollars due to mismanagement at the top. It has no operating plan and no effective marketing strategy."

When the government approved the sale of the Pacific Division, 430 pilots and 1,212 flight attendants were given jobs with United. But none of the ground employees, represented by the Teamsters and the Transport Workers Union, was offered a job at United.

Teamsters have already been laid off in Hawaii and on the West Coast. The Airline Division is demanding LPPs covering these workers and all others in its current collective bargaining with Pan Am.

"Pan Am's labor relations are being handled by Senior Vice President C. Raymond Grebey," Genoese says. "He comes from General Electric, and he has a factory mentality. He doesn't understand the airline business, which is a 'people' business."

Grebey is the same negotiator who provoked the strike by major league baseball players that wiped out a third of the 1981 season. At that time, he was representing the baseball owners.

Genoese points out that the company began secret negotiations to sell the Pacific Division to United during a TWU strike in February and March of 1985.

The Teamsters was the only union to honor the TWU picket lines throughout the strike.

Morale among all Pan Am workers is now at an all-time low, from janitors to pilots," the Teamster leader says.

### **Spirit of Cooperation**

"We want to help the company," he adds. "In 1981, when the company really needed help, our members led the way in accepting a 10 percent wage cut and a wage freeze. Then a new management team came in, and the company's losses since have been staggering."

Genoese says that while top management refuses to give LPPs to the workers, it has worked out a program of tremendous "golden parachutes" for its executives.

The company is actively encouraging the possible buyout of Pan Am.

In case of such a buyout, the chairman has been guaranteed a sum equal to his salary for three years, the vice chairman for two years, and 24 vice presidents, each one year's full pay. They would also get all fringe benefits, including travel privileges, for the one, two or three-year periods.

#### **A United Front**

There are five unions on the Pan Am property, and Genoese says the Teamsters are working closely with the unions representing pilots and flight attendants to protect the rights of the workers.

Mediator Charles Callahan of the National Mediation Board is taking part in the collective bargaining between the Teamsters and Pan Am.

"We want job security for all employees, decent wages and no concessions," Genoese says.

As examples of Pan Am's mismanagement, the Teamster leader notes that the company has contracts in place calling for concessions by the other four unions on the property, and he says one of its major costs is down sharply, because of the drop in the price of fuel.

"Pan Am management still can't make a profit," he adds.

Genoese concludes that Grebey appears to be backing Pan Am into another strike situation; the Teamster says a strike could come this summer, at the peak of Pan American's busiest season.

# Teamsters Address Truck Safety Issue at House Hearing

n a hearing before the House Subcommittee on Surface Transportation on March 20, 1986, IBT Director of Safety and Health R.V. Durham testified that there has been a major decline in truck safety since deregulation of the truck-

ing industry.

Citing an 18 percent jump in truck accidents and a rise in truck-related fatalities, Durham stressed that all indicators point to a major decline in safety. With four out of every 10 trucks during a recent roadside inspection having to be placed out of service, Durham underscored the fact that there are record numbers of unsafe equipment on our nation's highways today.

Durham drew the committee's attention to several studies which link the overall truck safety problem to deregulation and informed the legislators that "deregulation has done nothing but force the bankruptcy of many legitimate trucking companies and allowed thousands of new entrants into the trucking industry, many of whom have no regard for safety

regulations."

Durham also informed committee members of new data recently made available which shows that the majority of carriers with unsatisfactory safety ratings are those which have recently been granted operating authority.

To reverse the decline in safety, Durham suggested to committee members that DOT "beef-up" its activities by strengthening regulations and adequately enforcing regulations already on the books, and by issuing a safety fitness program for new entrants since 1980. Durham suggested that an

in-depth study to examine the relationship between deregulation and safety be conducted by the GAO, for example.

"In the meantime, further deregulation must be stopped," Durham adamantly told the leg-

slators.

In the driver's license area, Durham suggested that DOT establish minimum standards for states to use when issuing drivers' licenses. "Minimum standards would go far in solving the problem of some drivers obtaining multiple licenses to spread out violations and the problem of conflicting license requirements imposed by different states," he stated.



As for the issue of a separate Motor Carrier Administration, Durham cautioned legislators that such a move may "worsen problems which already exist," particularly in the area of employee protections.

In conclusion, Durham told the legislators that "the government has a major role to play to ensure truck safety" and offered the assistance of the IBT in its

efforts.

# Tough Penalty Meted Out to Union Carbide Could Deter Offenders

he Occupational Safety and Health Administration recently proposed fines of \$1.4 million against Union Carbide Corporation for 221 alleged safety and health violations, the biggest penalty in the history of the agency.

In announcing the citations, Secretary of Labor William Brock characterized Union Carbide's attitude as "willful disregard for health and safety."

The OSHA citations against Union Carbide include a total of eight (8) willful violations.

One willful violation alleged that employees without respirators were asked to detect the presence of a deadly gas by sniffing the air after the alarms indicated a leak. The other citations included 28 serious violations and 19 other than serious violations.

Speaking on the OSHA action against Union Carbide, IBT Director of Safety and Health R.V. Durham stated that, "This OSHA action should, hopefully, send a message to all employers who are blatantly disregarding employee health and safety."

Alluding to the OSHA fine of \$1.4 million, Durham stated, "We're hoping that OSHA will

make it stick."

# **Toxic Site Inspections: An Important Issue**

n upcoming months, OSHA inspectors will be inspecting 100 of the most dangerous hazardous waste sites in the United States for health and safety hazards.

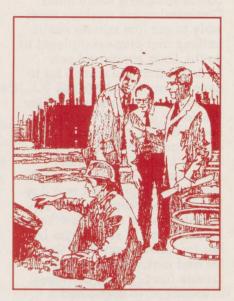
Workers employed at hazardous waste sites face a variety of serious hazards such as exposure to toxic substances, corrosives, flammable materials and excessive noise.

These workers had previously fallen through the cracks in terms of employee protections since there are few OSHA standards which cover their worksites and there was jurisdictional confusion between

OSHA and the Environmental Protection Agency, the agency which regulates the hazardous waste industry.

Representatives of the IBT Safety and Health Department testified before Congress in March, 1985, with the help of International Union Trustee Mitchel Ledet and representatives from Teamsters Local 270.

They called for OSHA to strengthen enforcement at hazardous waste sites so that the health and safety of Teamster members employed at many of these locations would be protected. This is an issue we'll keep watching.



# **IBT Monitors Health Workers' Cancer Risk**

he danger of exposure of health care workers to cancer-fighting drugs was the subject of recent guidelines published by OSHA.

Cancer-fighting drugs (also

called antineoplastic or cytotoxic drugs) are reported to cause a variety of effects on humans, including reproductive impairment, organ and chromosome aberrations and birth defects.



Long-term exposure to these drugs has caused cancer and birth defects in many animal species, and it is suspected that cancer may develop among health care workers if they remain unprotected and continue to be exposed over the long-term to these drugs.

It is estimated that several thousand health care workers may be exposed to high levels of these substances in their work environment. Health care workers exposed include pharmacists, nurses, technicians and physicians.

The OSHA guidelines on cancer-fighting drugs stress the use of laboratory hoods, as well as education and training of employees. They also cover drug handling during preparation and administration to patients and proper waste disposal and spill clean-up.

The guidelines are available by contacting OSHA field offices.

s the nation makes plans for the July 4 celebration of Lady Liberty's refurbishing, Teamsters and others involved with the New York Statue of Liberty Centennial Commission are working feverishly to get last minute contributions and plans completed to do the Lady honor and celebrate all that she stands for to generations of Americans.

Teamsters International Vice President Joseph Trerotola has been helping spearhead these efforts as a member of the Labor for Liberty Committee, sponsored by the group. Joe T was recently involved in a daylong strategy session with representatives of all of New York's labor unions to summarize Labor for Liberty activities thus far and make plans for last minute fund-raising activities.

Unions have sponsored a number of events to aid the renovation project, including dinners and other fund-raising activities. Some of the creative projects underway include:

Volunteer members of DC 37's climbers and pruners agreed to beautify all of Ellis Island on April 26; DC 37 also planned a May 17th dance at its headquarters.

The ILGWU sponsored both a Passover meal, on April 20, and a Latin Dance on April 26. ILGWU plans are also underway to sponsor an Italian street fair at the Fashion Institute of Technology on July 11-13 and an event in Chinatown sometime in July, to celebrate the international nature of the Liberty project.

The United Auto Workers and the New York State United Teachers have agreed to sell buttons, pins, posters and teeshirts at their conventions.

State AFL-CIO leaders have announced plans to use the Statue of Liberty as the overall theme for the Federation's statewide convention this August.

And the New York City Central Labor Council will be assisting with ticket sales for a

# Teamsters Help

# Save the 'Lady'

May 27 rock concert at Madison Square Garden.

The committee also created and has been selling special posters, buttons and pins, each embossed with the Labor for Liberty message, along with a picture or drawing of the statue, to raise funds for the cause. The Teamsters have been instrumental in helping promote the sales of these products in the New York area, under Joe T's direction, and through such services as a pro-

motional ad in *International*Teamster have acquainted our nearly two million members and their families with the continuing need for contributions to this all-American cause.

We're proud to say, too, that Teamsters have been actively involved throughout, with our members fabricating, delivering and assembling the scaffolding that was so vital to completion of the project, as well as delivering most supplies for the project, while fellow unionists completed other vital phases of the construction operation.

Results of all of labor's fundraising and promotional efforts are being tallied and will be presented to the city as a formal expression of labor's involvement in saving our beloved Statue of Liberty for future generations to enjoy.

# It's Not Too Late to Help Lady Liberty

It's still not too late for you to become involved with the Statue of Liberty/Ellis Island campaign. For more information about the buttons, posters and pins available through the Labor for Liberty Committee, you can send your request to:

New York Statue of Liberty Centennial Commission 717 Fifth Avenue, 12th Floor New York, New York 10022

| Available Items  | Suggested<br>Contribution |
|--|---------------------------|
| Labor for Liberty Buttons Red, White & Blue, 134 in.   | \$1.00                    |
| Labor for Liberty Pins Red, White & Blue Cloismar with the American Flag, the Statue's image and "Labor for Liberty" across the bottom | \$1.50                    |
| Posters<br>#30 Keep the Torch Lit<br>Red, White & Blue, 24"×18"  | \$1.50                    |
| #40 Restoration Poster Structural View of Statue with Repairs Detailed, 36" × 22" ALL CONTRIBUTIONS ARE TAX-DEDUC                      | \$1.50<br>FIBLE.          |
| Name   |                           |
| Address  |                           |
|  |                           |



## NICHOLAS RICCHIAZZI

DATE MISSING: 12/25/83 FROM: Hypoluxo, FL DOB: 3/18/79 WHITE MALE

EYES: Brown HEIGHT: WEIGHT: HAIR: Brown Straight

Frank Ricchiazzi is the brother of a Teamster, who has asked for *International* Teamster assistance in finding his son, now age 8, who is the victim of a parental abduction by his mother. Nick was last seen living with his mother, Jodie Hayes Smith (26, brown eyes, dark brown hair, 5'8", 130 lbs.), and stepfather, Donald Smith, in Hypoluxo, Florida.

Anyone who can identify this child or has any information about the whereabouts of the adults with him, can contact either the International Teamster staff at IBT headquarters or the child's father, Frank Ricchiazzi, at (716) 837-4675 in Buffalo, NY.

# Can You Help with Hands Across America?

Teamsters, as one of the leading proponents of efforts to find missing children nationwide, through our involvement with the efforts of the National Child Safety Council, were presented with a novel idea recently-one that incorporates that concern with any efforts Teamster affiliates or individual members may be undertaking as a part of "Hands Across America Day" on May 25, 1986.

"Hands Across America Day" is a day set aside during which it is hoped that more than five million Americans will join their hands across the nation in an effort to

enlist contributions from television viewers and radio listeners for relief efforts to aid the nation's

homeless and hungry.

aside as National Missing Children's Day, as established by the U.S. Congress, Cynthia Halliwell of the Kids in Danger, Inc. program in Island Heights, NJ, suggests that anyone participating in Hands Across America contact a local organization that's helping to find missing children and obtain a copy of a photo of at least one missing child which could be displayed during the programming by

pinning it onto any participant's shirt.

"If one child could be found, if one child could see his picture on Since May 25 has also been set television and realize that his parents are waiting and haven't given up, then we have accomplished what we have set out to do." Ms. Halliwell writes.

What do you think, Teamsters? Can we help out both America's hungry and homeless and a truly needy group of missing youngsters at the same time? If you want to help, call your local agency and see whether they can help.

# SUPPORT DRIVE

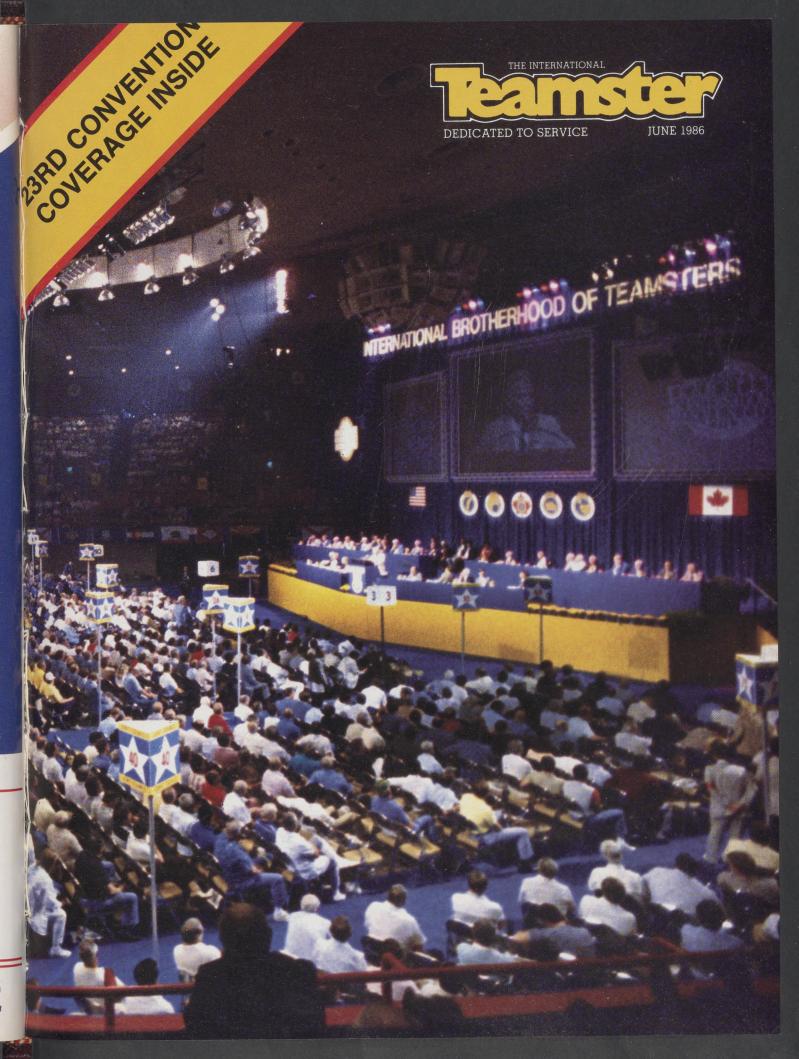
(Democrat Republican Independent Voter Education)



REGISTER AND VOTE



YOU CAN MAKE THE DIFFERENCE



#### THE PRESIDENT'S MESSAGE

Pefreshed and revitalized by the recent Teamsters Union convention in Las Vegas, it is a great personal pleasure for me to greet you for the first time as your elected General President. Having served this union over the past three years as General President has been a source of great pride and joy for me.

I was almost overwhelmed by the outpouring of emotion that came forth during the proceedings as we worked at the serious business of making this a

better union.

I was humbled to realize that delegates had come to the convention from virtually every major city and state in the U.S. and Canada to participate in this democratic process.

Nearly 1,900 delegates, in a two-and-a-half-hour roll call vote on Wednesday of convention week, would voice their individual preferences for president. I consider their overwhelming 1729 to 24 ballot of support for me over my opposition a personal mandate to steer this union on a steady and progressive course over the next five years and am gratified by their and your trust.

I am especially proud that in the floor debate, all views were heard, considered and debated—such a sense of fairness, good will and democracy will always be the right of any brother or sister in the Team-

sters Union.

We sought to make it one of the most spectacular sessions delegates had ever seen, with educational and informative exhibits and materials to illustrate what we are accomplishing at headquarters these days.

Each visitor, credentialed delegate and guest learned much about the countless resources this union offers its affiliates and members through the nearly 50 exhibits in the Exhibition Area.

Since the convention, phone

calls have been pouring in, with innumerable requests to utilize those very services we told them about. That's just what we wanted to happen!

Convention week was both dramatic and emotion-charged. In addition to the elections, delegates enacted amendments to the Constitution, took action on many resolutions, heard a number of guest speakers and handled other procedural business.

You did not have to be in the convention hall to feel the outpouring of Teamster pride that erupted every time our convention theme song, "Proud to be a Teamster," was played. By the end of the week, delegates could not only sing the tune, but swayed together, with upheld hands and hearts and spirits high.

A specially prepared convention film, "We're America's
Teamsters," was a tremendous
hit. In answer to delegates' enthusiastic requests, copies soon
will be making their way to
Teamster area conferences,
joint councils and local unions
so that the entire membership
can learn more about this union
we love.

Several slide shows also delivered a message of brother-hood and camaraderie. The first day's "Proud to be a Teamster" presentation, depicting scenes of our members at work, provided a bursting-with-pride opening for the convention.

Later in the week, a dramatic and intense slide presentation accompanied the discouraging tale we told about current national trade policies and provided a compelling introduction to my remarks on why this union is pursuing a vigorous "Buy North American" program in the U.S. and Canada.

I was personally touched near week's end, when I got word that a Teamster Local 364 retiree wanted to make a presentation on behalf of his South Bend, Indiana retiree chapter.



**Jackie Presser** 

Welcoming him to the podium, I saw Brother Elmer Wallace proudly limp up to the stage, using his one remaining leg and aided by crutches, to present me with a \$1,500 check for DRIVE and the pledge that his chapter is "going great for DRIVE and plans to keep doing so."

Brother Wallace got a much deserved standing ovation, while I commented, "How are they going to beat us? How could they ever beat us? That's what we're made out of! A man comes all that way to present a check, to help us!"

Teamwork, democracy, dedication, determination, a right for each view, even dissenting ones, to be heard—if we have these, who can defeat us?

I tell you again today, there is no one, and I mean no one, who can thwart the dreams and needs and desires of a union with members as great as ours. We have the dreams; we can envision the tomorrow we need to work toward; we plan to make our goals a reality.

We want you with us. You are the team in Teamsters. Together, we'll achieve much!

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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#### General Executive

Board IACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS General Secretary-Treasurer 25 Louisiana Ave., N.W. Washington, D.C. 20001 JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN
Fourth Vice President
1250 E. Hallandale Beach Blvd. Hallandale, Florida 33009 EDWARD LAWSON Fifth Vice President 899 West Eighth Avenue Vancouver, B.C., Can. V5Z 1E3 ARNIE WEINMEISTER Sixth Vice President 553 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK Seventh Vice President 300 S. Ashland Ave., Rm. 206 Chicago, Illinois 60607 JOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 DONALD PETERS
Tenth Vice President
300 S. Ashland Avenue
Chicago, Illinois 60607 WALTER SHEA Eleventh Vice President 25 Louisiana Ave., N.W. Washington, D.C. 20001 HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 Cleveland, Ohio 44114

JACK D. COX

Thirteenth Vice President
450 Carson Plaza Drive
Carson, California 90746

DON L. WEST

Fourteenth Vice President
125 N. 57th St.

Birmingham, Alabama 35212 MICHAEL J. RILEY Fifteenth Vice President 1616 West Ninth St., Suite Los Angeles, Calif. 90015

#### Trustees

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285

T.R. COZZA Sixteenth Vice President

625 Stanwix St., Suite 1903 Pittsburgh, Pa. 15222









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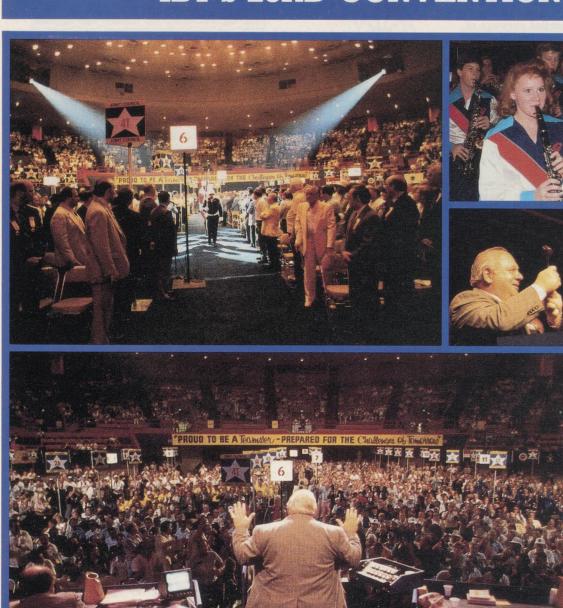
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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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### IBT's 23RD CONVENTION: PRIDE A







#### E AND DEMOCRACY ABOUND

he International Brother-hood of Teamsters' 23rd International Convention convened the week of May 19-23, 1986. Delegates expected nothing but the best from the nation's biggest union and that was what they got from the extravaganza planned by Teamster leaders and staff.

As the house lights dimmed and the projectors rolled on the slide show that heralded the convention's opening, with a special "We Are the Teamsters" presentation, delegates prepared themselves for a busy agenda, aware from the start that this would be no ordinary gathering.

Nearly 8,000 delegates, alternates and guests participated in convention week activities, with nearly 1,900 credentialed delegates doing the actual voting on the election of new officers and other convention business

General President Presser and General Secretary-Treasurer Mathis had decreed early on that this Teamsters' gathering should give visitors a complete look at all phases of International operations. The exhibition area, slide shows, special convention film and song, and "Buy American" program had all been designed to do so.

What resulted was a tremendous outpouring of Teamster pride—in the organization and its officers, in the membership and the diverse industries and crafts in which we're employed, and in our geographical and organizational diversity.

Clearly, today's Teamsters Union is on the move, and the membership is right beside their leaders as they make way for a better tomorrow.

It's hard to recount the emotional highs of any gathering, but one of them had to be when Teamster delegates, impressed with the "We're America's Teamsters" film they had just viewed, spontaneously stood, clasped their hands and raised them high, or gave the film's "thumbs up" gesture, just after General President Presser's reelection was announced. There were many moist eyes in the house at this spontaneous outpouring of love and pride.

#### **An Impressive Agenda**

Teamsters throughout the week conducted themselves with dignity and discipline as they were praised by prestigious speakers such as Secretary of Labor William Brock, Senator Orrin Hatch (R-UT), Congressman William Clay (D-MO), General Alexander Haig, World Conference of Mayors President Johnny Ford, Sr., Republican National Committee Chairman Frank Fahrenkopf, Dr. Michael DeBakey of the Teamsters' Medical Advisory Committee and a host of others.

Through the marvels of the technological age, Teamsters also heard remarks from a number of other national leaders. among them Vice President of the United States George Bush, Speaker of the House Thomas P. "Tip" O'Neill, House Majority Leader Iim Wright, Senators Robert Dole (R-KS) and Paul Laxalt (R-NV) and Democratic National Committee Chairman Paul G. Kirk, Jr. Former Ambassador to the United Nations Jeane J. Kirkpatrick, Coretta Scott King, representing the Martin Luther King, Jr. Center for Nonviolent Social Change, and Congresswoman Mary Rose Oakar also sent videotaped greetings.

Video greetings came also from Congressmen Jack Kemp (R-NY), Richard Gephardt (D-MO) and Tony Coelho (D-CA), along with Los Angeles Mayor Tom Bradley and former White House official Linda Chavez. Among the thousands of union, civic, national and international guests on hand were a number of special guests of the Teamsters. Visiting dignitaries from Taiwan, Sweden and other foreign capitals, met during the Teamsters' goodwill trade missions last year to Europe and Asia, were on hand to see how American trade unionism functions.

Among the visitors: Juan Reberra, Minister of Labor for Puerto Rico; George Lee and his delegation from the Korean Trade Union, and Mr. Lu, Mr. Chiu and their delegation, from the Chinese Federation of Labor, the Republic of China.

Also on hand were Secretary-General Michael D. Boggs, of the International Federation of Chemical, Energy and General Workers Unions, Jerzy Milewski from the Polish Solidarnosc movement, Mr. Graoui, a labor leader from Morocco and a number of other distinguished international visitors. They were joined by U.S. State Department Representative Jesse Clear

Other governmental dignitaries included Kay McMurray, director of the Federal Mediation and Conciliation Service, and Chairman Walter C. Wallace and Board member Chuck Woods from the National Mediation Board, both from Washington, D.C., along with such dignitaries as Secretary of Labor John Wells, of the Commonwealth of Kentucky.

Representatives of major Teamster employers also graced the gathering, as did a substantial number of Teamster retirees. These Teamster veterans, no longer forgotten by their union these days, watched eagerly as resolutions were enacted, which pledged to attempt to seek equity for them in housing, cost of living pro-

#### **CONVENTION PRIDE**

grams and monitor other governmental programs which impact on their lives.

#### **Concern for Others**

Making special presentations were Robert Dachman, on behalf of the Little City Foundation, Jamie Brazzell and his mother, Denise, on behalf of the National Easter Seal Society, and Eliezer Rafaeli on behalf of the National Committee for Labor Israel. Teamsters also heard a videotaped word of thanks from National Easter Seals Telethon Host Pat Boone, who thanked the union for its enthusiastic support of this great cause.

A number of Teamster notables were on hand for the weeklong gathering, including former General Presidents Dave Beck and George Mock, former General Secretary-Treasurers Ray Schoessling and Murray Miller, and former Vice Presidents Einar Mohn, Frank Brew-

ster and Ed Nangle.

Leading the labor delegation to the conclave were Service Employees International Union General Secretary-Treasurer Richard Cordtz, American Postal Workers Union President Moe Biller and International Association of Fire Fighters President Jack Gannon, all of whom addressed the convention.

The list of visiting dignitaries in the hall during the week read like a Who's Who of labor. From longtime friends like the Longshoremen's Jim Herman, Curtis McClain and Rudy Rubio to ILGWU's Lou Montenegro, United Auto Workers' Frank Brown and Amalgamated Transit Workers Union President James La Sala, all had come to honor the Teamsters' continuing solidarity with organized labor and celebrate the strength and diversity of America's largest union.

During special tributes during the week, our Teamster deceased were remembered, including longtime Teamster officers William Presser, Harold Gibbons, Jesse Carr and Frank Matula, among others. Also remembered was IBT Legal Department staffer Ms. Nina O'Neal, who had died suddenly in Las Vegas, just as she was helping prepare for the convention, as she had done for so many Teamster gatherings before.

Remembered, too, was Teamsters General President Emeritus James R. Hoffa who, although gone from the Teamster scene, has not left the hearts and minds of delegates. He and all our deceased IBT brothers and sisters were remembered with a moment of silent prayer near the convention's end.

A special highlight of the week-long activities was a dramatic "Buy American" program which occurred on Friday morn-

ing.

It began with an urging by "Made in the USA Campaign" spokesman Sammy Davis, Jr., via videotape, for all Teamsters

to get involved.

"I am proud and pleased to see that the Teamsters are taking the lead on a Buy American campaign," he said. "See, industrial America needs our help and our support. I am personally happy to join with your General President and your Executive Board in urging everyone to look for the 'Made in the USA' label."

#### 'Buy American!'

Introduced by an eerie and frightening slide show documenting the seriousness of North America's trade deficit problems, General President Presser took the podium.

In a stirring call-to-arms, he urged all Teamsters, Americans and Canadians alike, to join the battle to save jobs and industries and prevent further industrial declines. How? By purchasing domestically made goods and services, instead of the flood of foreign products that are causing our problems.

Presser pointed out that the "Buy American" issue is obviously a hot one for Teamsters, since an incredible number of visitors had been drawn to the Exhibit Hall's "Buy American" booth during convention week, where convention-goers learned the importance of this Teamster campaign and sent a deluge of more than 10,000 telegrams to Capitol Hill, petitioning for enactment of the Teamster-supported Fair Trade Wage Act.

"People in Washington, D.C., have told me that Congress doesn't know what hit it," Jackie said, urging Teamsters to keep the pressure up.

"Along with DRIVE, getting involved with our 'Buy American' program is probably the most important thing that you can do to preserve this labor movement that we have," he noted.

"Our workers are literally being sold out by U.S. multinational corporations chasing slave wages and moving entire divisions, all of them overseas. Entire communities in America's heartland are being abandoned, and no one in Washington, D.C. seems to give a damn about it," he pointed out. "This



country has abandoned 700,000 steelworkers, 800,000 textile workers, 500,000 rubber workers, and 500,000 auto workers. That's what's happened to the industrial might of this country.

"American industries are putting the rest of the world to work and putting us on unemployment. It's criminal. It's immoral and, ultimately, it's self-defeating. What are the corporations going to do when the great American middle-class can no longer afford to buy these products? Who are they going to sell them to? When you've got unemployed workers, you don't have a domestic society that can afford these luxuries," he emphasized.

"This is one union and one union leader who gives a damn, and I intend to fight back," this Teamster pledged, urging all Teamsters to join the

battle

"We're identifying the fugitive corporations and their subsidiaries. We're labeling products and their countries of origin. We're telling people where they can go to find the (North) American-made goods. We're lobbying Congress (and Parliament) for strong, effective fair trade legislation. We don't want food stamps. We want jobs," he emphasized. "But we need your help...We have to utilize our real strength, our 1.9 million families, equal to five or six million votes...And we will vote, and we will demand that our voices be heard. . . . .

Teamsters responded by enacting a resolution of support for the union's "Buy American" program, as one of more than 30 resolutions enacted.

#### Forward-Looking Resolves

Other innovative planks enacted into union policy would express the union's courageous stands on a number of volatile issues. According to the Department of Housing, we became the first union in the nation to officially state as international



policy our support for a national Fair Housing Policy in the United States.

Delegates also expressed their opposition to apartheid, their objections to a number of pieces of legislation, urged the Teamster hierarchy to investigate new ways to protect our retirees' pensions and enacted resolutions supporting the role of women in the workplace and endorsing the concept of parental leave and child care provisions in our contracts, among a host of others.

By convention's end, delegates had proved two things to the world. First, we in the Teamsters ARE a family, one that takes pride in its accomplishments and is determined to remain the world's best and biggest union.

Second, despite any in-house squabbles or bickering we may engage in, we are united on the basic goals and issues facing this union in the U.S. and Canada, and united, will find solutions to any problems facing us.

Any so-called dissidents were given every opportunity to address the convention at large on each and every issue of concern to them. They acknowledged publicly that they were given free access to the mikes, were allowed to discuss at considerable length any resolutions they proposed in committee or from the floor and were permitted a fair opportunity to vote for the candidates of their choice at election time.

This democratic spirit was clearly shown at one point in the proceedings when Jackie chided the delegates for booing a dissident delegate.

"Can I ask for a privilege here?" he asked. "We've had a great convention. You've showed a lot of democracy and democratic procedure. Let's not destroy that. They're entitled to their opinion. I think it's obvious by what happened here. I don't blame them for being bitter. It's happened. It's over."

Democracy was what Jackie Presser pledged at the outset of Convention '86, and democracy was the touchstone of this gathering, from start to finish. A renewed, stronger-than-ever pride in the Teamsters Union and its officers is the result of the 23rd IBT convention. Together, there's nobody who can beat us! elegates to the 23rd IBT Convention enacted a number of changes while going through the IBT Constitution during convention week.

While most changes simply finetuned the union's principal governing document or altered it to meet changed legal requirements, the entire process was monitored closely by the delegates, who commented extensively throughout the process from the floor and, in some cases, offered their own suggestions for change.

Several amendments were of special interest. One of these dealt with delegate selection for the IBT convention, with changes made to guarantee that each local sends a full con-

vention delegation.

1981 constitutional changes specified the principal officer of each local union as first choice for delegate. The Constitution now requires each local to specify in its bylaws the order in which the remaining elected officers and elected business agents (if any) shall be designated as delegates and alternates, establishing an order of precedence for those locals which choose not to do so.

Changes also were made in the sections governing the payment of initiation fees, reinitiation fees and per capita taxes. Here, IBT officers were proud to report that per capita increases mandated by the '81 convention delegation had not been necessary to implement in 1983, 1984 or 1985. The delegation kept the per capita at \$3.90 again this convention.

As an incentive to our organizing efforts, delegates also voted to reduce the minimum dues payment down from \$8.00 to \$5.00 per month, and in a related move, voted to allow local unions not to pay a per capita tax to any Area Conference or other subordinate body for any member of a bargaining unit which was organized after July 1, 1986 whose dues rate is \$6.00 per month or less.

Delegates further mandated

that members organized after July 1, 1986 whose hourly earnings are less than \$6.00 per hour shall pay dues equal to one time their hourly earnings rate, while members whose hourly earnings rates are \$6.00 or more shall pay dues equal to two times their hourly earnings rate per month. (Both changes are subject, however, to the individual local union's bylaws.)

These measures were initiated to help the union attract new members to its ranks, es-

**FINE-TUNING** 

THE IBT

CONSTITUTION



pecially workers in lower-paid industries and job categories.

The delegates also ratified amendments previously adopted by the General Executive Board and printed in International Teamster to assist the negotiation of national contracts. One of the most important changes clarifies the negotiating committee's role in negotiating multi-area, national, multi-employer, company-wide or industry-wide

agreements, with regard to the rejection of employer proposals that are unacceptable or inconsistent with the agreement, as well as leeway in determining when to call a strike and the flexibility to temporarily suspend or terminate a strike.

Changes were also made in the section governing transfer cards, to make it easier for members to switch local unions when accepting jobs within other locals' jurisdictions.

Under the section governing honorable withdrawal cards, a key change was implemented, stipulating that "a member, including a local union officer, who is receiving pension benefits from any pension plan shall be considered to have retired. A retired local union officer shall not be eligible to hold any office or position he occupies by virtue thereof, as of the effective date of his retirement," the section now reads.

The delegation also moved to make it possible for local union members who are seasonal workers in the seasonal food industry to enjoy year-round membership, by amending the Constitution to permit these members to opt to continue to pay dues during periods of sea-

sonal layoff.

A number of other constitutional changes were considered on the floor. Among those overwhelmingly rejected by the delegation after considerable debate were a proposal to provide for direct membership vote for International officers, with vice presidents elected by regions, a provision seeking majority rule on contracts, another seeking to require membership approval on all contract supplements and riders, and provisions aimed at capping Teamster officers' salaries. A proposal to provide for direct election of all delegates to the IBT convention and a proposal to return to pre-1981 language allowing locals to have either appointed or elected business representatives, per local union bylaws, were also rejected by delegates.

### RESOLUTIONS ENACTED FORM UNION'S AGENDA FOR ACTION

reamsters gave the union new direction for the 1980s and 1990s as delegates enacted an impressive array of resolutions during the week, each aimed at placing the union on a progressive road.

Nearly 70 resolutions had been submitted to the IBT Resolutions Committee for consideration prior to the convention's opening. Of these, more than 30 were enacted.

Many of the innovative planks incorporated as union policy expressed courageous stands. The Department of Housing says we became the first union in the nation to officially state as international policy our support for a national Fair Housing Policy in the United States.

Virtually no area of the union was left untouched, as delegates sought to give the union the visionary goals it needs.

Following are the major resolutions enacted at the 1986 IBT convention:

ALCOHOL & DRUG ABUSE: As an expression of delegates' concern for the impact of alcohol and drug abuse on the membership, they resolved that "the IBT wholeheartedly supports the rehabilitation of its members who may have alcohol and drug problems and encourages its affiliates to establish assistance programs for its members to help them restore their lives and livelihoods."

APARTHEID: Tackling a major social issue of the times, Teamsters resolved that, in keeping with our historic fight for better jobs and working conditions and for freedom and decency for all of its members, the delegation would go on record "as denouncing apartheid and urging the President of the United States and the Congress of the

United States to immediately urge the government of South Africa to end the apartheid system and grant its black citizens their rights."

#### ARMORED CAR LEGISLATION:

Delegates sought to counter the current expansive National Labor Relations Board definition of the term "guard" in the National Labor Relations Act to include employees such as armored car drivers and express couriers, by affirming their full support of S. 1018 and H.R. 2489, amending the National Labor Relations Act. This legislation would restore the original intent of the National Labor Relations Act to prohibit nonguard unions from representing only plant guards and allow unions such as the Teamsters to once again represent other workers officially.

BUY AMERICAN: We went on record that, in the face of a rising tide of imports and the continuing loss of North American jobs, the IBT "encourages further and more decisive efforts to correct the current trade injustices by encouraging the purchasing of North American products and restricting the import of foreign products until those countries allow equal access to their markets by North American exports."

COMMUNITY SERVICE: In recognition of Teamsters' human and social needs, as well as their jobsite concerns, delegates reaffirmed the IBT's commitment to community service and their continued support of the United Way movement throughout the country.

DAVIS-BACON: Delegates resolved to protect the Davis-Bacon Act, which requires that contractors pay locally prevailing wage rates on federally



funded construction projects and which has continually been threatened with curtailment, by going on record as "vigorously opposing any reductions in the Davis-Bacon Act," and by vowing to formally notify both Congress and the Administration of delegates' action.

DEREGULATION: To correct the inequities and hardships created by deregulation of the trucking industry, delegates resolved that the International Union "commit its resources, both human and financial, to embark upon a massive campaign to organize the thousands of unorganized over-the-road and local cartage drivers who have entered the industry since deregulation."

Delegates also pledged the solid and vigorous opposition of our nearly two million members, 14,000 employees, 7,100 elected officers and 450,000 retirees in a battle against S.2240, Senator Packwood's Trucking Competition Act of 1986, and any other legislative or budgetary efforts to further deregulate the trucking industry and dissolve the Interstate Commerce Commission.

Finally, delegates went on re-

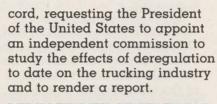




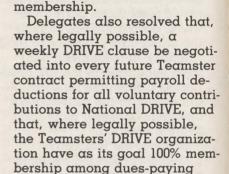








AGENDA FOR ACTION

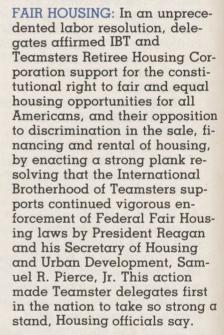


Teamsters.

ately as an example to the



DEDUCTIBILITY OF STATE AND LOCAL TAXES: Acknowledging the inclusion of these taxes as part of several proposed tax "reform" packages and the necessity for such taxes to help preserve basic city services and iobs. Teamsters resolved to call upon Congress to "oppose a tax on taxes and to preserve the current deductibility of state and local taxes, as an important feature of fiscal federalism and a way of preserving the overall fairness of our tax system for middle-income taxpayers."





#### DRIVE EXPANSION: To continue effectively countering and defeating organized labor's powerful business foes and asserting our political strength as a body, delegates enacted strong resolutions directing the initiation of a massive expansion of the Teamster DRIVE weekly check-off program for the purpose of protecting our union against its wealthy opposition, recommending that all elected officers of the International Brotherhood of Teamsters at everv level join DRIVE immedi-



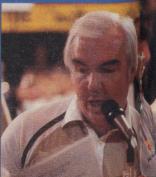
#### FOOD INDUSTRY BARGAINING:

Taking a strong stand as well against food industry employers' current tendency of unilaterally "implementing" final con-







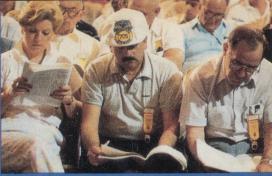












tract offers which have been rejected by the membership as an additional form of harassment, delegates officially resolved that this International Convention go on record as publicly condemning such "Implementation Policies" by the food employers and reaffirm the principle of solidarity between sister local unions, establishing for all to know a policy of coordinated national resistance to counter said tactics by the employers through the use of all legal economic recourse.

GENERAL REVENUE SHARING:

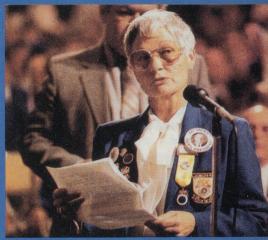
In the face of Administration plans to limit general revenue sharing programs in the 1986 federal budget and eliminate it in the future, Teamsters resolved to "call upon the Administration and the Congress to provide full funding for the revenue sharing program in FY86 and beyond; take prompt action early next year to reauthorize revenue sharing as a multi-year entitlement program and work actively for the program's continuation through a concerted lobbying campaign, for as long as is necessary to renew the program."

GRAMM-RUDMAN: IBT delegates, reacting to the strains the Gramm-Rudman law would impose on state and local governments, as well as on major programs and groups such as

the elderly, the disabled, the homeless and the unemployed, urged the Adminstration and the Congress to repeal Gramm-Rudman.

Delegates also petitioned both the Executive and Legislative branches of government to "accept their constitutional and moral responsibility to produce a budget in accordance with law and a 200-year-old tradition;" a budget which will provide adequate revenues to maintain an efficient and prudent defense effort while maintaining and improving the quality of life of rural and urban America.

HAZARDOUS SUBSTANCES: As a reflection of the Teamsters' concern with the health and safety of members in the transportation industry who haul and handle thousands of different hazardous substances in the workplace, delegates mandated that the IBT and its affiliates be committed to "seeing that the employers institute the Hazardous Materials Employee Training and Protection Program as agreed to by labor and management (under the National Master Freight Agreement), that the program be administered properly and in keeping with the agreed-to guidelines, and that the program be part of an















#### AGENDA FOR ACTION

ongoing effort by the employer to keep the workplace free of unsafe conditions.

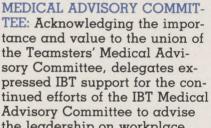
HEALTH AND SAFETY: Acknowledging the need to reverse an upward trend in the number of on-the-job injuries and illnesses in the work force. delegates mandated that the IBT and its affiliates "reaffirm their commitment to safety and health in the workplace so that workers can be protected on their jobs, and workplace injuries and illnesses will be reduced."

INDUSTRIAL TRADES DIVISION. IBT: As an expression of their concern for the loss of industrial jobs caused by plant closings, the export of American jobs overseas, new technologies, the proliferation of conglomerates and multinational companies and resistance by some employers to the renewing of union contracts, the delegates went on record as pledging to "redouble our efforts in the achieving of our stated goal—the organizing of the unorganized," and toward this end, pledged to devote all of the resources of the union, the energies of its officers, and the IBT's "unquestionable organizing expertise" to the task.

INTERNATIONAL POLICY: Calls for strengthened ties with the world labor movement. Teamsters affirmed their plans to pursue an increasingly active role in international labor affairs through the strengthening of ties with foreign labor organizations, as well as the further exchange of information and ideas.

By promoting and fostering alliances with International organizations, the International Brotherhood of Teamsters hopes to use its voice to speak out against the trade barriers imposed against North American exports and encourage and help to promote the paying of a minimum wage to foreign workers, so that the standard of living for thousands of foreign workers can be brought to a civilized level, and equally important, so that North American goods can become more competitive with foreign imports.

LOCAL UNION OFFICERS' **TERMS OF OFFICE: Delegates** also resolved that the Twenty-Third Convention of the International Brotherhood of Teamsters would go on record in support of an amendment to the Labor-Management Reporting and Disclosure Act (Public Law 86-257) TITLE IV, SECT. 401.(b) to provide for a five (5) year term of office for local union officers and would lobby with Congress and the Administration in the hope of seeing such a change in the law made.



the leadership on workplace medical issues to protect the membership.

MEDICARE BENEFITS: Recognizing the plight of all older Americans and the dramatic growth in this segment of the population, Teamsters called for a stringent monitoring of Medicare spending to ensure that no cuts take place that "would result in massive suffering for the old, the ill and the needv."

Delegates urged Congress to reconsider further Medicare reductions, noting that reductions from 1981 through 1985 represented 12 percent of total federal budget cuts, even though Medicare represents only seven percent of the total federal budget outlay. They also recognized the fact that, since 1977, the amount spent by older Americans to meet the Medicare hospital program deductible and co-insurance requirements has risen by 200 percent, with the deductible alone in-



Dedication such as Brother Elmer Wallace's inspired Teamster leaders to enact strong retiree resolutions.

creasing by 23 percent during 1985 and expected to rise again in 1987. Noting that Medicare beneficiaries now spend about 15 percent of their income on health care, the same portion spent prior to the establishment of the Medicare program, Teamsters acknowledged that even in the absence of additional increases for Medicare costs, outof-pocket expenditures by the elderly for medical care will still be a heavy burden for the old to bear.

NATIONAL DISABILITY INSUR-ANCE: In a progressive move to seek more equalized, equitable State disability laws nationwide, delegates also resolved that the Executive Board of the International Brotherhood of Teamsters should be empowered to conduct a survey of the benefit levels, duration of benefits, eligibility rules, etc., of the disability compensation programs covering workers in the United States, and shall then give consideration to a program to seek passage of state and/or federal legislation to assure comprehensive coverage at an appropriate level for off-the-job disabilities for all working men and women in the United States and Canada.

#### PARENTAL LEAVE AND CHILD

CARE: Encourages Congress to enact the Parental and Medical Leave Act of 1986, H.R.4300, under which employers would be required to provide at least six months of leave for employees of either sex, who choose to stay home to care for an infant.

This bill would protect the employee's employment and benefit rights, the taking of leave resulting in no loss of benefits accrued before the day on which leave commenced, with health benefits to be maintained for the duration of the leave, and with employees to be restored to their original or equivalent positions.

Delegates also called on Congress to maintain and improve child care tax credits for employees and tax incentives for employers to grant child care benefits; draft legislation to enact a comprehensive Child Development Act to provide for expansion of federally funded child care programs in the United States; and encouraged affiliated local unions to negotiate and enforce provisions in their collective bargaining agreements facilitating the balance of child rearing and work, such as parental leave, flexible work schedules, job sharing, establishment of child care facilities or design of employersubsidized programs to help parents pay for child care.

PENSIONS FOR RETIREES: Acknowledging the difficult battle many Americans are having who find their pensions inadequate to keep up with increasing living costs and the resulting hardships this poses, the convention delegates went on record as recognizing this problem and encouraging all affiliated bodies to attain, where legally possible, improved pension benefits for current and future retired employ-

Delegates further resolved that, in order to best protect and advance the interests of our retired brothers and sisters, the International Brotherhood of Teamsters urge its affiliates to assist the International Union and its Retiree Department in maintaining closer communication with their retired members by placing their names on the TITAN system.

PUBLIC SECTOR JOBS ELIMI-NATION: As a reflection of the importance of public sector employees to the nation and an act of concern for our approximately 200,000 Teamster federal, state and local government employees whose livelihoods must be protected,



Jackie and Weldon discuss a pending resolution, as the debate gets underway.

the delegation resolved to have the union undertake a nationwide program to educate the public as to the necessity of retaining public sector employment: voted to transmit a copy of their resolution to the President of the United States, the Governors of each of the 50 states and every appropriate local government official and moved that the Public Employees Trade Division for the U.S. and Canada would be on the alert to prevent any further erosion of public sector employment.

RAILROAD DIVISION (ESTAB-LISHMENT OF): In an effort to establish Teamster dominance in the fast-growing rail cartage sector, delegates resolved that the International Brotherhood of Teamsters, through its conferences, create a Railroad Division which would gather information about the location of all the piggy-back ramps located in the United States, determine the size of all such installations and the mechanical systems used. Union affiliations and jurisdictions of such installations are to be identified as well as the wages, hours and conditions under which the employees work, with the objective of the division the preservation and development of Teamster employment at the railroad piggy-back facilities.

RIGHT-TO-KNOW: To safeguard workers in every occupation in the U.S. who daily work with chemicals which may be dangerous to human health, delegates also resolved that the IBT communicate to OSHA the IBT position that OSHA extend the 'right-to-know" about hazardous chemicals to employees in every industry so that the right to information about hazardous chemicals is guaranteed all workers despite their industry sector. They further mandated the IBT to continue to support the efforts of individual states to grant non-manufacturing workers the "right-to-know" in the absence of a federal standard for all workers.

#### SOFT DRINK INDUSTRY CHANGES IN OWNERSHIP: To

help counter the impact of soft drink franchising arrangements on the Teamster membership, delegates also voted to go on record endorsing the concept of periodic joint meetings of local union representatives holding common interest in such national soft drink products controlled by Coca-Cola, Pepsi-Cola, Canada Dry, Royal Crown, and any other soft drink product that is bottled or distributed within the jurisdiction of two or more Area Conferences, as a way of solving common concerns more quickly.

TAX POLICY: To promote equitable tax treatment in any tax reform bills passed, delegates voted to "call upon the Congress to continue to allow the use of tax-exempt bonds for important public purposes, including, but not limited to, low and

#### AGENDA FOR ACTION



The General President and his staff monitored the resolutions closely.

moderate income housing, resource recovery, docks and wharves, airports, water and sewer projects, hospitals and health facilities, utilities. transit, environmental protection, prisons and the like" and urged that small issue industrial development bonds be made available in a targeted fashion to those areas that need them most.

Teamsters also called on Congress to protect the municipal bond market by continuing to allow bank deductions of carrying costs on municipal bonds, urged the retention of rehabilitation and historic tax incentives as important tools for revitalizing cities, urged Congress to reject proposed restrictions on charitable contribution deductions as likely to undermine important services for our low income citizens, and asked Congress to impose higher minimum taxes on high income corporations and individuals, to retain certain tax credits for child care needs, and to raise personal exemptions and deductions so as to enhance the progressivity of the income tax system.

TREE-TOP, INC. RESOLUTION: Teamsters took a strong stand against a Teamster employer's attempt to unilaterally introduce a two-tier wage and reduced benefits by resolving in convention to go on record as supporting the members of Local 760 and requesting all locals to advise their members not to purchase any products

carrying the Tree Top label until Tree Top negotiates a collective bargaining agreement with Teamsters Local 760.

UPS RESOLUTION OF SUP-PORT: On behalf of its 4,500 UPS Teamsters in Local 177 and all the locals in North America that represent over 100,000 UPS Teamsters—a Local 177 delegate introduced a resolution expressing appreciation for the newly created UPS Division and for the appointment of Dan Darrow as Co-Chairman of the UPS Division, as well as the union for recognizing the need for such a division. "While others have listened, you listened and you acted," the resolution said.

WATSONVILLE CANNING STRIKE SUPPORT: In recognition of a strike by 1,000 Teamster brothers and sisters in progress since September 9, 1985, delegates enacted a resolution of support for the striking brothers and sisters employed by Watsonville Canning and further called on all Teamsters to pledge themselves to a determined effort to help the cause of the strikers with increased financial aid, continued support for food drives, support of accelerated lawful picketing activities, and participation in a national consumer boycott of all products by Watsonville Canning and Frozen Food Company, until the situation is resolved.

#### WOMEN IN THE WORKPLACE:

As a measure of their respect for women, especially Teamster women, as a "dynamic and growing segment of the American labor force," the delegation resolved:

1) To encourage the enactment of the Federal Equitable Pay Practices Act of 1985, H.R.3008, providing for pay equity for all federal employees, and, further, to seek the enactment of comparable legislation covering private sector and other public sector employees.

2) To encourage affiliated lo-

cal unions to initiate labormanagement pay equity studies to identify disparities in wage structures between male and female-dominated job classifications, and based on the findings, to negotiate in their collective bargaining agreements corrective provisions to upgrade wage structures for undervalued, female-dominated job classifications, at no detriment to employees in maledominated job classifications.

3) To encourage affiliated local unions to work to obtain educational, training and promotional opportunities for women

workers.

4) To encourage affiliated local unions to work toward reducing or eliminating health and safety hazards which plague female-dominated occupations, such as the hazards which video display terminals pose to office workers; the hazards, many yet to be determined, resulting from toxic substances at industrial sites: exposure to health risks at health care facilities: and the dangers from unregulated hours and rest periods for flight at-

5) To develop new strategies and programs to effectively organize and bring the benefits of collective bargaining to North America's working women; and

6) To encourage the increased participation of women members, stewards, organizers, business agents and officers to assist in these organizing efforts.

The IBT delegation also affirmed that the IBT and its affiliated bodies will work to redress the social and economic injustices faced by working women by organizing, collective bargaining, legislative and legal actions and will convene a conference within six months of the convention to develop effective strategies for organizing and representing working women and to commence an ongoing discussion in pursuit of solutions to the problems facing women in the work force.

# STATE OF THE UNION ADDRESS OF TEAMSTERS GENERAL PRESIDENT JACKIE PRESSER



t is my distinct honor at this point in our proceedings to deliver my report on the State of our Union during the past five years.

Overall, I think it is very clear that the IBT has made a great deal of progress in meeting those challenges that both anti-union management and government put before us.

Our great union is again under attack. As you know, the government has indicted me on the issue of the stewardship of Local Union 507.

We will have our day in court; and when that time does come, I can assure you, we will be vindicated.

The charges are totally without merit. They are political and false. They do not contain any allegations of personal gain, nor profit.

The government's five-year investigation has been a farce, timed for its impact on the eve of the convention of the largest International Union in the free trade world. False allegations and malicious innuendos have been leaked to the press throughout the course of this investigation.

It smells like persecution. It smacks of total

There are charges that career law enforcement professionals twice previously rejected.

It proves that the government has been out to get me at any cost, throwing due process of law out the window and making a mockery of our union and our judicial system. The timing is not designed to embarrass me, but to embarrass the working men and women of our great International Union. (Applause)

The institutional interests in this country, which are not affiliated with organized labor, and, in fact, are dedicated to destroying the free labor movement, view the Teamsters as too powerful, too effective, and too successful in the representation of our over 1.9 million members.

That is why select members of the media and a Senate committee pressured the Department of Justice to make a political decision to indict me, after career law enforcement professionals, on the basis of the facts, on the basis of the law, and on the basis of the quality of the evidence against me, and on the basis of the interests of justice, twice rejected a Cleveland strike force's recommendation to indict me.

I deny any guilt respecting any crime.

When the government trots out its witnesses and other evidence against me, I am confident that I will be exonerated. (Applause)

But, when all is said and done, what the International has been up against the last five years is the same thing we have faced since our union was founded 83 years ago—those who would put profits before people, greed before dignity, and expediency before justice.

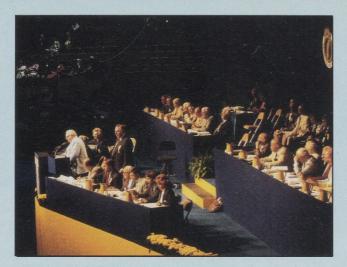
I am happy to report to you that the IBT has not stood still before this assault and we have not retreated one inch. We have expended every effort to renew, revitalize and reassert ourselves as North America's greatest and largest labor union. We know we are in a fight and we know what needs to be done, not just to survive, but to grow and prosper.

In 1981, the delegates to our 22nd International Convention enacted an ambitious agenda for action in this decade. The IBT has, over the intervening years, carried out those mandates, and much more.

I would like to review the highlights of activity in our International Union with regard to our agenda for the '80s.

Organizing: We've increased our diversity in many areas, including industrial, public employees, high tech and health care professionals. We have restored the IBT organizing department which has held national

13



#### GENERAL PRESIDENT PRESSER'S STATE OF THE UNION ADDRESS (Continued)

seminars on the latest organizing techniques. We've stepped up our financial assistance to affiliates and their campaigns. We've fought in the courts and legislatures for fair union organizing laws.

As far as negotiations go, deregulation and bankruptcies have plagued the freight industry. We fought for job security in hard times in our National Master Freight talks. We've achieved excellent contracts with substantial increases in both car haul and UPS negotiations. We've achieved similar results in our airline and our brewery divisions, their national contracts.

The IBT is almost alone in avoiding the concessionary agreements over the last five years. We have the strength and the will not only to preserve, but to improve our contracts.

We extended the hand of solidarity to other unions in their strikes against Greyhound, Phelps Dodge, New York hotels, Pan Am Airlines, TWA and many more. We created a National Freight Division to coordinate our efforts to bring both stability and innovation to the trucking industry. We've initiated a number of labor-management councils to reduce strikes and increase understanding.

Government Affairs, DRIVE, Legislative: We've initiated weekly DRIVE checkoffs in UPS, car haul, and our National Master Freight Agreement. DRIVE is now the number one labor political action committee in the entire United States and still growing. We now have set our goal for \$5 million in our political war chest to elect pro labor candidates. We've got to get them bastards out. (Applause)

Our two lobbying departments have been given the staff and the resources necessary

to protect our interests in Washington, D.C. They have beaten back attempts at further deregulation and at the weakening of the Davis-Bacon language and the bankruptcy protections. They have worked with locals, joint councils and conferences, to improve local legislative representation.

Research, Economics, Information Center, Education: The Education Department has initiated a revitalized leadership training academy that offers instruction in all aspects of union leadership. Many of you have attended that academy and many more are still coming.

The Information Center runs the largest labor library in North America and has expanded its data retrieval system to provide affiliates with a wealth of information on contracts and corporations.

The Economics Department compiles and distributes statistical material relating to all IBT negotiations.

Our new Research Department has been extremely useful to the General President's office and the Legislative Department by providing background data and a great number of special projects.

Communications Department: The department's magazine and newsletters are second to none, provide regular seminars for over 100 Teamster editors and publishers, created a Speaker's Bureau to provide speeches and research for Teamster affiliates, produced a variety of promotional material for our "Buy-American" campaign, and produces films and videos, some of which you'll see at this convention for the first time.

Safety and Health: Under R. V. Durham, that department has pursued a wideranging agenda aimed at ensuring a safer, healthier workplace, added a professional hygienist, Suzanne Kossan to monitor health concerns in all Teamster jobs, renewed the prestigious Teamster Medical Advisory Committee to provide expertise on workplace hazards, testified at numerous congressional hearings and OSHA conferences on truck safety and toxic substances and employees' right-to-know.

The Legal Department: This department has been reorganized, expanded and modernized as well. They've installed the LEXIS computer system, established a union-busters' monitoring program, testified on Capitol Hill regarding labor law reforms and NLRB issues, and instituted the IBT Legal Services Network to communicate legal developments and decisions with all Teamster affiliates.

We have over 170 lawyers here at this convention who provide legal support for our locals, joint councils and conferences.

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The Retirees: The IBT has created a Department of Retiree Affairs to service retired Teamsters, formed hundreds of new retiree chapters across our nation, instituted medical and insurance discount programs for Teamster retirees, established a medical equipment loan program, restructured the retiree newsletter to keep retired members informed about issues of concern, and initiated a national retiree housing program to provide low-cost but first-class residences for retired and disabled Teamsters across America.

Our Pension Funds: The IBT has helped to restore the credibility of the Central States Pension Plan. Central States entered into a consent decree with the government in 1983 to insure sound and stable operation. Today the fund is solvent with \$6 billion in assets and over its term has paid out nearly \$10

billion in pension benefits.

Community Services: The IBT record of charitable involvement has grown considerably over the last five years. We received public recognition for our work with Big Brothers, the Boy Scouts, B'nai B'rith, the Deborah Hospital, Easter Seals, Histadrut, Little City, Muscular Dystrophy, and so many more. We will continue our involvement with the Red Cross, United Way, and our Savings Bonds programs. We made major contributions to disaster relief efforts in Puerto Rico and in Mexico and drafted plans to expand Teamsters' Night at the Circus from Ohio to Teamster affiliates across the nation. We've given financial and moral support to Solidarnosc in Poland, seat belt safety and missing children programs, and expanded the IBT scholarship program from ten to twenty-five scholarships for children of Teamsters' families yearly.

And our International Outreach:
The General Executive Board members undertook two successive missions to Europe and Asia to develop strong ties with the international labor movement for the first time, and opened an IBT Liaison Office in Taipai, Taiwan, to coordinate programs in conjunction with the Chinese Federation of Labor and other East Asian free trade unions.

They're eager today. (Applause)

Our "Buy-American" Program: We have established an intensive "Buy-American" program. We have enlisted all of the IBT resources and departments to push this program. Two essential parts of "Buy-American" are public relations and legislation. Public relations aspects are aimed at identifying U.S.

multinational corporations who are abandoning the American worker and publicizing those products that are still made in America. Legislative aspects with the program are aimed at drafting and lobbying for fair trade legislation that will protect the interests of the American worker.

Direct your attention to the "Buy-American" display booth and convention program on this Thursday. We need your help to make this

program a success.

In conclusion, from this catalog of activity, it is clear that we are embarked on aggressive rebuilding and revitalization efforts. We have not rested on our laurels, but have developed an agenda for the future of this union and its members. We are moving in the right direction. I believe that over the last five years we have developed a momentum of growth, strength and success that can carry us into the next century.

I cannot emphasize strongly enough, however, how much we need your help. The labor movement by its very nature has always been a grass roots campaign for justice and equality. The kind of program which we are stressing, like "Buy-American" and DRIVE will succeed or fail at the grass roots. Active and retired Teamsters are more than two million strong. There isn't a challenge that we can't meet or an obstacle that we can't surmount

when we work together.

For too long we were content to be a sleeping giant. That time is past. Over the last several years your General Executive Board has demonstrated its vision, its commitment to getting this union moving again. You have demonstrated your confidence by giving us the resources to create programs and services that are second to none in the labor movement.

We are organizing this great union internally and externally, becoming a force that can move in any direction. Our membership must and will continue to vote. That is the name of the game, if you believe labor is to

survive in this country.

Teamsters don't retreat and Teamsters don't quit. The IBT is an 83-year-old American institution. We will go on. We must go on for the future of America is the future of labor. It is our God-given destiny to play a large part in determining that future.

Thank you very much. (Standing ovation)

Thank you. Thank you very much. We are together! Thank you.

## OFFICIAL REPORT OF TEAMSTERS GENERAL SECRETARYTREASURER WELDON L. MATHIS

eneral President Presser, distinguished members of the General Executive Board, Brother and Sister delegates and distinguished guests to this International Convention.

I know that I owe a sincere debt of gratitude to a great number of people in this union. I know that I cannot name and recognize all of the many friends and supporters. However, I cannot pass up this opportunity to express my sincere appreciation to all members of the General Executive Board and to General President Presser for the faith and trust they have in me and for the support they have given me over the period which I have served as General Secretary-Treasurer.

General President Presser, through his vision and his tireless efforts, along with the support of the General Executive Board, has achieved an outstanding record of service to the membership of this union.

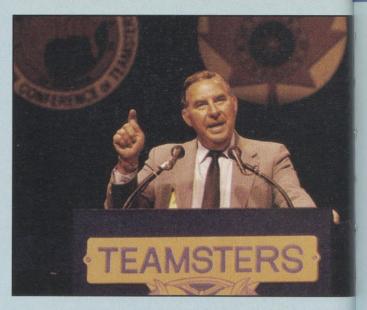
(Applause)

Also, I want to thank the staff of the General Secretary-Treasurer's department, each one being a professional in every sense of the word, and has been outstanding in assisting me in doing my job, and for this I am very grateful.

Also, I want to express my sincere appreciation to Carolyn Moore, who has worked for this International Union for more years than she would have me tell you. But for the past 19 years she has worked as my secretary, helping and assisting me in doing a variety of jobs. I simply want to say to you and to her, she is a truly great lady.

(Applause)

Additionally, I want to extend an expression of gratitude on behalf of the entire membership of this union to our dear friend, Ray



Schoessling, for his many years of service to this organization.

(Applause)

The Constitution of this union charges me with certain responsibilities. As custodian of all of the properties, funds, securities and assets of the International Brotherhood of Teamsters, one such responsibility is to report to you on the finances of the union. Each of you has received a delegate's kit containing an Officers Report which, in part, reviews the finances of the International Union over the last five years. I hope that you take the time to examine this report carefully, because it offers a complete analysis of our financial standing. It is a remarkable record of success that reflects the hard work of the General President and the General Executive Board. It is a record of success in which I take great personal pride. I hope that you share in our sense of accomplishment.

The primary job of a labor organization is to advance the economic, political and social welfare of its members and their families. We are in the business of serving people. I am proud to report that nearly 400 million dollars has been spent during the last five years for the benefit and advancement of Teamsters everywhere. No other union has spent more to promote the welfare of its members, nor has any union positioned itself better for the future than the International Brotherhood of

Teamsters.

When we met in convention five years ago delegates took action to ensure the financial stability of this International Union. Delegates approved increases in the monthly per capita tax totaling \$1.25 over the five-year period. However, sound investment policies

and efforts to maximize operating efficiency enabled the General Executive Board to waive the last two scheduled per capita increases, which resulted in a 10 percent savings in per capita payments for our local unions. This savings provided our local unions with an extra \$25 million. That was used at the local union level for the benefit of our members.

I think it is important to point out what made lower per capita taxes possible. It was an aggressive and highly successful investment strategy. Operating expenditures exceeded income by nearly \$15 million over the last five-year period; however, investments and other income made up for the shortfall by adding additional revenues to the International's funds. In the end our successful investment strategy brought the fund balances of the International Union to a total of more than \$194 million. Presently we are in good financial shape. We do not propose to increase per capita tax. (Applause)

Based on five-year projections of operating costs and investment income, we should be able to maintain our excellent system of benefits and services at no additional cost to the

local unions. (Applause)

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I take a considerable gamble when I make this prediction, because projections indicate that we will lose considerable money over the next five-year period. However, General President Presser and the General Executive Board are willing to take the gamble and go forward to meet the challenges and to take advantage of the opportunities that will present themselves over the next five years.

Enough about the books, papers and assets of the union. While a sound investment portfolio keeps us strong financially, it really does not capture the essence of what a union is about. The Teamsters Union is about people, working people who care about themselves, their families and their brothers and sisters in

"While a sound investment portfolio keeps us strong financially, it really does not capture the essence of what a union is about. The Teamsters Union is about people, working people who care about themselves, their families and their brothers and sisters in the union."

the union. I have seen the caring firsthand. I have been a union man for more than 35 years. I have worked as a member, a business agent, organizer, local union officer, director of a national trade division, Executive Assistant to the General President, Vice President, now a General Secretary-Treasurer of the International Union. I have walked the picket lines and I have negotiated contracts. I know what it means to be a Teamster, and I know what we want and what we're looking for.

Teamsters want a decent life for ourselves and our children. Teamsters want comprehensive health insurance so that unexpected medical bills won't ruin family finances. Teamsters want adequate pensions, good housing, a comfortable standard of living for retirees. Teamsters want a safe workplace where our lives and health are not endangered. And Teamsters want a good education for our children. We know what we stand for. Teamsters have been in the front lines of every battle for human dignity and social

justice over the last 83 years. The political imperatives facing the Teamsters Union are deadly serious. If the regressive principles of some selfish managers and insensitive politicians are allowed to prevail, then unions will be destroyed and the hopes and dreams of working men and women everywhere will be shattered. We would not be true to our proud 83-year heritage if we stood idle while Teamster members and their families continued to be battered by high unemployment, misguided managers and unfair government policies. We must never relax our commitment to human rights and social justice. It is important that we continue to make our voices heard in Congress and in Parliament, in state legislatures and provincial assemblies. A people's union has the right and duty to speak out and act on issues, and to vote. It doesn't cost a penny for any one of us to register and vote. But we need to get others to do so by spending more time, some effort and sometimes money to make sure that

In the United States DRIVE, our political organization, has been a very effective means of membership participation in the political process and the spearhead of our efforts to crush the enemies of labor. Keeping with the officers' pledge to the 1981 convention delegates, we immediately began mobilizing, putting into place a stronger, more effective DRIVE program. Local support has been ex-

our members are getting the message.



GENERAL SECRETARY-TREASURER
MATHIS' OFFICIAL REPORT (Continued)

tremely gratifying. Membership response has been overwhelming. DRIVE has experienced tremendous growth, specifically a 300 percent increase in annual receipts since Jackie Presser has taken office. (Applause).

Ours is one of the most powerful and wellfunded political action committees in the nation.

One of the major accomplishments of DRIVE has been the recent initiation of a weekly checkoff among the Teamster membership governed by contracts, including United Parcel Service, National Master Freight and National Automobile Transporters agreements. This is a project to which I have devoted my personal attention. TITAN, that powerful recordkeeping system, sophisticated communications network, the envy of the labor movement, is now harnessed and processing weekly dues checkoffs. Realization of this goal, long a dream of Teamster leaders, provides members with a way to contribute \$1.00 a week or more to the DRIVE program. The results have been astonishing.

Two and a half years ago there were at least 135 labor PACs in this country larger than the Teamster DRIVE program. Today we are No. 2. We are still growing. We have \$2,000,000 in the coffers and the donations are coming in larger every month. Now we have the resources to start electing our friends and defeating our enemies. (Applause)

You can be sure that the International will be there fighting for you and you can be sure that we will be heard.

Now, I would be remiss, I believe, if I did not address the question of government interference in our convention. Before this convention adjourns you, the delegates, will elect a General Executive Board, including a General President, for a period of five years. You will do so in a democratic manner, as that is the way the Constitution provides for nomination and election of International Union officers.

So what I have to say now in no way refers to a particular person or announced candidate. Although one in particular is under fire from those who would interfere with our undeniable right to choose leaders of our choice, isn't it strange that those in high places in our government would applaud the efforts of workers in Poland to achieve freedom from government dominance in their trade unions while at the same time trying to influence whom you elect to head the International Union? (Applause)

Free trade union activity is a thing to be applauded by some of our high government officials as long as it exists in a foreign country. But here at home these people are no different than the tyrants the good brothers and sisters in Poland are trying to escape.

Again, in all fairness, I do not use this platform to speak for the candidacy of any one individual, but I do use this platform to urge each and every one of you to stand up for free and democratic trade unionism in this country. Cast your vote not to please some politician with anti-union philosophy as his main characteristic. Cast your vote for the candidate whom you best believe will do the most for the 2,000,000 members whose economic well-being is tied to your choice.

In conclusion, let me remind you, never harm a brother or see him harmed. An injury to one is the concern of all. Let us use this convention to come together and pledge every ounce of our energy to the fight. Let us build a spirit. Let us build a determination, and let us build this union into a force that will win the ultimate victory of a better quality of life for Teamsters everywhere.

Thank you very much. (Standing ovation.)

"In conclusion, let me remind you, never harm a brother or see him harmed. An injury to one is the concern of all. Let us use this convention to come together and pledge every ounce of our energy to the fight. Let us build a spirit. Let us build a determination, and let us build this union into a force that will win the ultimate victory of a better quality of life for Teamsters everywhere."

ednesday, May 21, was a long and historic day for Teamsters at the IBT convention.

Delegates filed into the Rotunda at 9 a.m. for Election Day, 1986. First, however, they had to complete a morning-long debate on remaining constitutional amendments.

Shortly after 11 a.m. delegates would begin the electoral process, which would result in the election of General President Jackie Presser, General Secretary-Treasurer Weldon Mathis and all incumbent trustees and International vice presidents to their respective offices.

As delegates rose to nominate candidates for the two top union posts, it became clear that there would be a challenge for the presidency, with the name of Sam Theodus of Local 407 placed in opposition to the incumbent, Jackie Presser.

No opposition arose to Mathis' candidacy; he, in a touching moment, was nominated for the post by his son, Lamar. Likewise, all three incumbent trustees, Mitchel Ledet, Ben Leal and R.V. Durham, were elected without opposition for a full five-year term.



Presser, who had pledged early in the proceedings that a complete roll call would ensue if a challenge arose, stuck to his word. Delegates were dispatched to lunch, with the warning to return prepared to spend a very long day and evening in a delegate-by-delegate roll call vote, and subsequent election of the vice presidents.

To Presser's credit, and Theodus' chagrin, that's exactly what ensued, despite several pleas by the delegates to accept Theodus' concession, which came about a third of the way through the balloting. The process continued. . . .

The final tally: 1729 to 24, and a total victory for the democratic process and the right of each individual to express his or her view on the candidates.

First Vice President Joseph Trerotola, who manned the mike for these nominations, termed it "an historic event," while Jackie proclaimed the process the Teamsters' way to show the world that "we are not only the number one union in America, in North America, but we are the number one union in democracy as well."

An immediate outpouring of cheers, demonstrations and whistles ensued, as the delegates exploded jubilantly over the Presser victory.

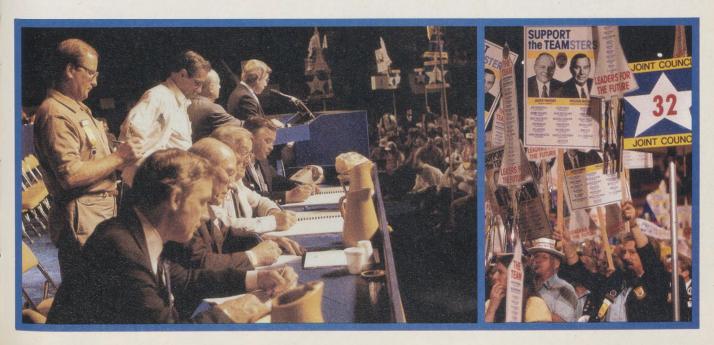
Revitalized, they enthusiastically began the process of electing all incumbent vice presidents to their posts.

That event was marred only by the delegation's sadness over the absence of Third Vice President William McCarthy. He had become seriously ill just prior to the convention and, according to convention rules, had sent a letter accepting nomination, should the delegates do so.

All vice presidents, including McCarthy, were returned to their posts unanimously by this strongly supportive 23rd Convention delegation.

Delegates finally filed out of the hall near 8 p.m., tired by the grueling day but gratified that the world would now know officially that the trust of the Teamsters, contrary to what the media sometimes portrays, rests squarely with the officers they, as elected representatives of their hometown member-

ships, had voted into office!











**ELECTION DAY** 

PPORT TEAMSTERS









General Secretary-Treasurer Weldon Mathis



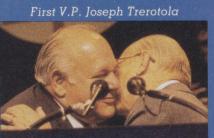


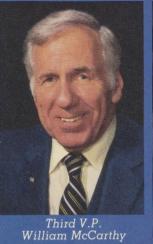














**EXCITEMENT** 





Second V.P. Robert Holmes







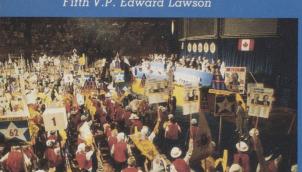








Fifth V.P. Edward Lawson



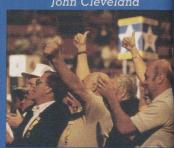






Eighth V.P. John Cleveland





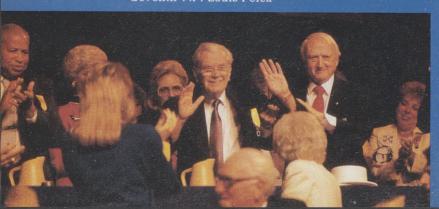




Sixth V.P. Arnie Weinmeister



Seventh V.P. Louis Peick



#### **ELECTION DAY**





Tenth V.P. Donald Peters



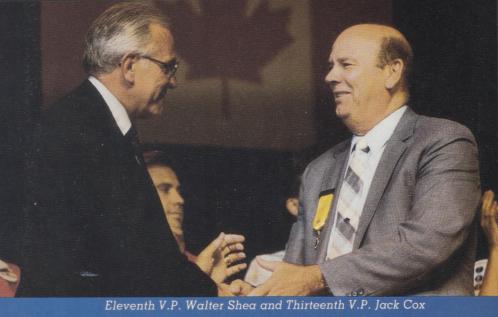




Twelfth V.P. Harold Friedman

#### **EXCITEMENT**







Fourteenth V.P. Don West





Int'l Trustees R.V. Durham, Mitchel Ledet and Ben Leal





Fifteenth V.P. Michael Riley



## Teamsters' Heart Lights Shine; Convention Shows We Care





he media at the convention, along with our guests, received an inside look at our big Teamster hearts, both in the Exhibit Hall and on the convention floor during the week.

In the Exhibit Hall, booths staffed by representatives of the Little City Foundation, the National Easter Seal Society, the Muscular Dystrophy Association, the American Red Cross and even the IBT's new International Service Bureau explained, by word and pictures, the Teamsters' generous and enthusiastic support of a good cause.

You hear frequently about the toughness of Teamsters, but there were few tough guys among the ranks of the General Executive Board on Friday of convention week when young Jamie Brazzell, after wheeling up to the podium in his electric

wheelchair on a specially designed ramp, presented Jackie and the Teamsters with a plaque honoring their charitable contributions.

His mother, Mrs. Denise Brazzell, noted that but for Mr.
Presser and the Teamsters, "we wouldn't be here today and a lot of things wouldn't be happening for Jamie." Young Jamie and his mom joined in reading an ode they had written in gratitude for the Teamsters' caring concern.

"America has made her way upon the backs of many, but there are few who have given as much to this wonderful land of plenty," Mrs. Brazzell began. "For it is your pride, your strength, and your effort that makes this such a great land, and it is your wonderful gift of giving, your willingness to lend a hand."

Jamie added, "You truly know the meaning of brotherhood, from sea to shining sea. But for the efforts of those like you, there would be little for the likes of me.

"So this thanks is just for you, for everything you have done and everything you are. We love each of you, Teamsters. You are America's brightest star."

Teamsters also heard a videotaped word of thanks from National Easter Seals Telethon Host Pat Boone.

Making a special presentation was Robert Dachman, on behalf of the Little City Foundation. It was truly heartwarming to learn from Little City's Dachman that a Jackie Presser Residence for the Developmentally Disabled has just been completed, thanks to Teamsters' generous contributions to this complex for the mentally and physically handicapped. Dachman presented Presser, who lends his name to the annual Jackie Presser Invitational Golf Tournament for Little City, with two special awards honoring the IBT's longtime contributions.

Eliezer Rafaeli, executive vice president of the National Committee for Labor Israel, also lauded Teamster contributions on behalf of Histadrut. He invited all Teamsters to visit the Holy Land and see for themselves the "Brotherhood," a building for senior citizens, all of them graduates of organized labor, be they Jews or Arabs, created in the Carmel mountains near Haifa, thanks to Teamster contributions.

Teamster charity is a day-to-day thing, taken for granted by the members as a necessary expression of our moral and social concern for our neighbors. As Jackie pointed out during the week, "the media might not write about it much," but this concern is an integral part of what we Teamsters are—people with big hearts lending a helping hand wherever we can!

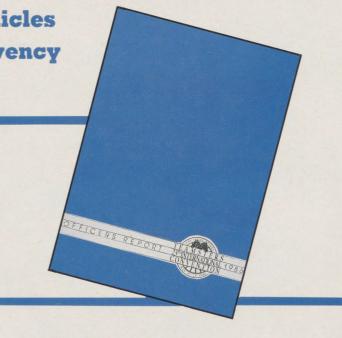
### Officers Report Chronicles Union's Progress, Solvency

mong the materials in the kits they received at convention registration, delegates and alternates found a copy of the 1986 Officers Report, an exacting and colorful analysis of the IBT's operations and finances over the most recent five-year period.

Teamsters General President Jackie Presser and General Secretary-Treasurer Weldon Mathis were determined to give delegates a comprehensive overview on both the union's current directions and immediate and long-term goals, as well as a detailed status report on the IBT's finances and operations.

The volume noted the exciting progress being made as the Teamsters prepare for the 21st century with innovative new programs. We "...look forward to ever more exciting tomorrows as each member catches the new spirit alive today and helps us spread the message that the Teamsters Union is going to be THE union to watch in the years to come!" the union's two top officers wrote in their welcome greeting to delegates.

While the General President's report dealt with the evolving structure of the organization and the addition of countless departments to buoy its strength and service to the membership, including the impressive growth of the IBT DRIVE political action program, the General Secretary-Treasurer's report documented the financial underpinnings of the organization that are so vital to its stability and solvency.



Teamster leaders are proud that, despite inflationary times, the impact of air and motor carrier deregulation and several years of membership declines, they were able to report on successful efforts to "minimize the operating deficit and maximize the investment performance to provide, at the lowest cost to members, the financial strength and stability that is reflected in our net assets."

"Due to the success of these techniques, the Board was able to waive certain per capita increases during this convention period," General Secretary-Treasurer Mathis wrote. "The waivers of increases during the years 1983, 1984 and 1985 resulted in a savings to our affiliates of nearly \$25 million; a savings of four months, or 10%, of the actual per capita payments received during the three-year period. These funds were retained by our local unions to provide more service to our members at the local level."

The bottom line of the report: a graphic picture of an aggres-

sive and vital union on the move. Today, the financial strength of our union is greater than ever before. Our net assets have grown to almost \$200 million and the market value of our investments exceeds \$123 million.

"Today, we have a stable, solvent union that is prepared to tackle the challenges ahead with vigor and vitality," Teamster leaders asserted.

Nearly 2,000 Teamsters reaffirmed the policies, programs and goals presented by this report at the Teamsters' convention with their ballots and their resolutions urging ever greater strides.

Teamster members throughout the union can also ensure this union's growth by their dedication to the Teamster cause and willingness to get involved and be supportive of new programs that are being created to help each and every Teamster member.

Remember, you are the "team" in Teamsters and our future depends on you!

#### **PUTTING THE CONVENTION TOGETHER**





It began with two empty halls



Team effort turned boxes and materials into finished products!





































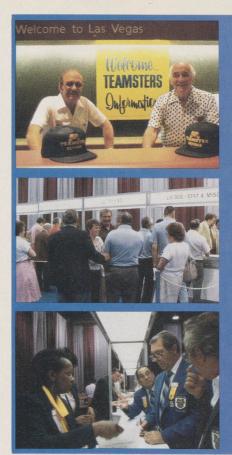






—AN AMBITIOUS UNDERTAKING









## Teamsters Assembling for Convention '86 Appreciated the Efforts That Made This Gathering the Success It Was

Cecil B. De Mille-style extravaganza, complete with a cast of hundreds and an audience of nearly 8,000. That was the 1986 Teamsters Convention, in terms of logistics, advance planning and down-to-the-wire coordination and organization.

In the end, delegates to the convention arrived to find glittering exhibits and space-age technology everywhere—from the space shuttle and telecommunications satellite hovering overhead to the high-tech TI-TAN communications center, rotunda-style historical exhibit and dozens of other booths. A luncheon for the ladies and a Teamster Gala went off without a hitch, thanks again to the



team effort. We even had the IBT General Executive Board wives at work, pitching in to help Myrtle Mathis and Cynthia Presser wrap more than 3,000 gifts for our luncheon guests.

The Teamsters had invited virtually every IBT department, division, trade and area conference and charitable cause with which we're involved to participate in convention week activities. The union sought to give our guests a nuts-and-bolts familiarity with the IBT and its increasingly diverse operations.

The results were spectacular, and amid the glitter and pizzazz, a very real message was delivered—of service and dedication, creativity and vitality, a determination to succeed and a day-to-day involvement with the members and their needs.

Planning a convention this size is no small matter. IBT officers and staffers had been formulating ideas for the gathering for more than two years, and had been involved in













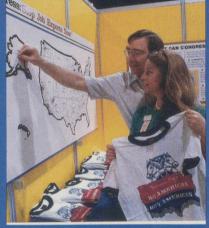








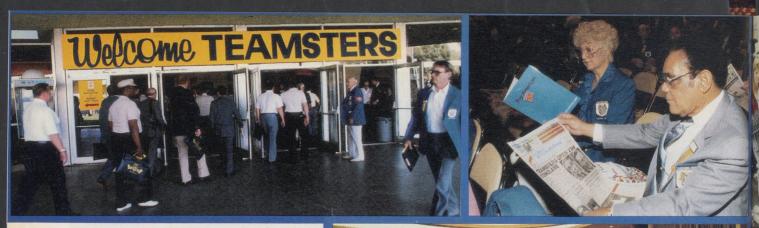












## Delegates, Alternates, Retirees & Guests All Agree— Convention '86 Was a Big Success



actual on-site planning for more than a year.

There were myriad details to consider—from the configuration of the stage and the Rotunda hall to the exhibits that would be seen in the exhibition hall and the diverse materials that would be needed.

Both the General President's and the General Secretary-Treasurer's offices had been integrally involved.

Jackie assumed responsibility for the convention's overall theme and look, as well as all convention materials, including slide shows, a Teamster-produced film and countless audiovisual aids, including an onsite video production studio.

Weldon's operation concentrated its efforts on acquiring the badges and other delegate materials necessary, sending out the Convention Call, preparing the union's financial statistics, keeping track of the delegates, alternates and guests and handling the seemingly endless paperwork overload necessitated by so large a gathering.





Putting everything from the delegate kits to the exhibits together took endless hours as registration weekend neared, but a dedicated team of IBT staffers and field personnel, aided by members of key convention committees and other volunteers, working down to the wire, put together a spectacular program seldom seen in IBT annals.

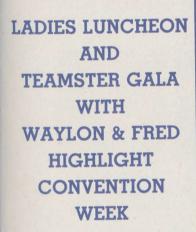
Why, delegates even received two special-edition IBT newspapers, touting the convention's activities!

Not even a last minute hitch

with the Convention Gala could stop the intrepid IBT. We just swung into action and within 24-hours had substituted country superstar Waylon Jennings for his ailing country music compatriot, Willie Nelson. The Gala went on, with Jennings and Comedian Fred Travalena, both of whom delighted, amused and entertained the group with their innovative styles and performances.

From start to finish, the 1986 IBT Convention was proclaimed by delegates and guests alike the union's best ever!























#### **APPEALS & GRIEVANCES COMMITTEE**



Joseph L. Bernstein Co-Chairman Local Union No. 781 Chicago, IL



Howard G. Fortier *Co-Chairman* Local Union No. 974 Minneapolis, MN



Jack Alexander Local Union No. 81 Portland, OR



William A. Bernard Local Union No. 164 Jackson, MI

Lo



Patsy Crapanzano Local Union No. 27 New York, NY



Umberto Cruz Local Union No. 59 New Bedford, MA



Tony Judge Local Union No. 706 Chicago, IL



Thomas Keegel Local Union No. 544 Minneapolis, MN



Gerald Scott Local Union No. 952 Orange, CA



Conrad D. Sides Local Union No. 71 Charlotte, NC





Elijah Buffington Local Union No. 743 Chicago, IL



Frank Carracino Local Union No. 575 Union, NJ



Sidney Chism Local Union No. 1196 Memphis, TN



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Gerald Corallo Local Union No. 239 East Meadow, NY



John Couts, Jr. Local Union No. 41 Kansas City, MO



Clara Day Local Union No. 743 Chicago, IL



Robert Flynn IBT Washington, DC



Marv Griswold Local Union No. 2707 Los Angeles, CA



Richard Hammond Local Union No. 988 Houston, TX



William T. Hogan, Jr. Local Union No. 714 Berwyn, IL



William D. Joyce Local Union No. 710 Chicago, IL



Tom A. Kellerhuis IBT Washington, DC



Dave Levinger Local Union No. 812 Scarsdale, NY



Chuck Mack Local Union No. 70 Oakland, CA



Bob Moody IBT Washington, DC



Ernie Moyer Local Union No. 118 Rochester, NY



John Neal Local Union No. 135 Indianapolis, IN



Karl Ullman Local Union No. 495 Los Angeles, CA



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Lou Davis Local Union No. 572 Carson, CA



Raymond Deitz Local Union No. 760 Yakima, WA



Von Eisinger Local Union No. 631 Las Vegas, NV



Laird Evans Local Union No. 568 Shreveport, LA



Steven E. Green Local Union No. 919 Houston, TX



Norman Greene IBT Washington, DC

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David Y. Morris Local Union No. 320 Minneapolis, MN



Michael Nunley Local Union No. 435 Denver, CO



Jerry D. Putnam Local Union No. 997 Fort Worth, TX



Edmund Rodriques
Local Union No. 683
San Diego, CA



Lonnie Smith Local Union No. 986 Los Angeles, CA



C. E. Spoon Local Union No. 36 San Diego, CA

UNAVAILABLE WHEN PHOTOS WERE TAKEN

Dick Thomas Local Union No. 995 Las Vegas, NV

UNAVAILABLE WHEN PHOTOS WERE TAKEN

Jim Wilkerson Local Union No. 14 Las Vegas, NV



Jackie Presser Co-Chairman GP-IBT Washington, DC



Joseph Trerotola Co-Chairman VP-IBT New York, NY



Bart Curto Local Union No. 865 Santa Maria, CA

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Coleman Davis Local Union No. 523 Tulsa, OK



John Honea Local Union No. 728 Atlanta, GA



Howard Jones IR-IBT Washington, DC



Anthony G. Rossetti Local Union No. 191 Bridgeport, CT



Art Rutledge Local Union No. 996 Honolulu, HI

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Archie Murrietta Local Union No. 208 Los Angeles, CA

Charles Piscitello ECT Washington, DC

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Jackie Presser Co-Chairman GP-IBT Washington, DC





Bernard Adelstein Local Union No. 813 New York, NY



John Cleveland VP-IBT Washington, DC



Richard Collinson IR-IBT Washington, DC



Jack D. Cox VP-IBT Carson, CA



C. R. "Bob" Coy Local Union No. 243 Detroit, MI



Theodore Cozza VP-IBT Pittsburgh, PA



Gayle Crawford Local Union No. 838 Kansas City, MO



R. V. Durham IT-IBT Kernersville, NC



Walter Emerson Local Union No. 469 Hazlet, NJ



Barry Feinstein Local Union No. 237 New York, NY



Harold Friedman VP-IBT Cleveland, OH



Ray Fularczyk Local Union No. 200 Milwaukee, WI



Mitchel Ledet IT-IBT New Orleans, LA



Carl Lindeman Local Union No. 396 Los Angeles, CA



Thomas Malloy Local Union No. 281 Portland, OR



William J. McCarthy VP-IBT Boston, MA



Joseph W. Morgan VP-IBT Hallandale, FL



JC 36 Vancouver, B.C. Canada



Robert C. Sansone Local Union No. 682 St. Louis, MO



Elton L. Schade Local Union No. 372 Detroit, MI



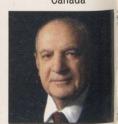
Maurice R. Schurr VP-IBT Philadelphia, PA



Walter J. Shea VP-IBT Washington, DC



Andy Suckart IR-IBT Washington, DC



Joseph Trerotola VP-IBT New York, NY





Charles Haddock Local Union No. 745 Dallas, TX

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Robert Holmes VP-IBT Detroit, MI



Joseph Konowe Local Union No. 732 New York, NY



Louis Lacroix JC 91 Montreal, Quebec Canada



VP-IBT Vancouver, B.C. Canada



Ben Leal, Jr. IT-IBT San Francisco, CA



Lawrence Parrott Local Union No. 543 Lafayette, IN



Robert M. Pavolka Local Union No. 599 Tacoma, WA



VP-IBT Chicago, IL



Donald Peters VP-IBT Chicago, IL



Michael Riley VP-IBT Los Angeles, CA



George Rohrer IR-IBT Washington, DC



Jerry Vercruse Local Union No. 630 Los Angeles, CA



Luther Watson Local Union No. 480 Nashville, TN



Arnie Weinmeister VP-IBT Seattle, WA



Don L. West VP-IBT Birmingham, AL



Jack Yager IBT Washington, DC



Edward Zimmerman IR-IBT Washington, DC

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Arlene Mordasini Co-Chairman Local Union No. 911 Long Beach, CA



Eugene Bennett Local Union No. 272 New York, NY



Howard Bennett Local Union No. 294 Albany, NY



Bill Bounds Ken Local Union No. 200cal U Danville, IL Michi



Vince Crnkovic Local Union No. 179 Joliet, IL



Sharon Davie Local Union No. 299 Detroit, MI



**Donald DiLeo** Local Union No. 408 Union, NJ



Carl Fliearman Local Union No. 7 Kalamazoo, MI



Donald J. Gerdesmeier Local Union No. 503 St. Paul, MN



Tony Lock Bo Local Union No. 10cal I Phoenix, AZ Chat



Harry Marshall Local Union No. 17 Denver, CO



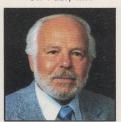
W. Lamar Mathis Local Union No. 728 Atlanta, GA



Marshall McDuffy Local Union No. 525 Alton, IL



Norbert F. Miller Local Union No. 386 Modesto, CA



Monte Ogden Local Union No. 692 Long Beach, CA



A. W. Parker Bi Local Union No. 9 cal Houston, TX Litt



Joseph P. Santone Local Union No. 397 Erie, PA



Richard Sewell Local Union No. 42 Lynn, MA



Robert Simpson Local Union No. 743 Chicago, IL



C. W. "Bud" Smith Local Union No. 795 Wichita, KS



Mel Smith Local Union No. 238 Cedar Rapids, IA



R. C. Smith M. Local Union No. 72 ocal Atlanta, GA

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**Marion Winstead** Co-Chairman Local Union No. 89 Louisville, KY





**Marshall Arrington Tim Barnes** Local Union No. 714 Local Union No. 600



James M. Beros Local Union No. 585 Washington, PA



**Bob Marciel** Local Union No. 63 Los Angeles, CA

**Robert Cremen** 

Local Union No. 311

Baltimore, MD



Local Union No. 317

Syracuse, NY

Berwyn, IL

**Eula Cleveland Everett Campbell** 



St. Louis, MO

Carlo L. Del Pizzo Local Union No. 843 Local Union No. 730 Springfield, NJ



**Bobby Logan** 

No. 10ocal Union No. 515

, AZ Chattanooga, TN

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Kenneth Buhle

No. 26ocal Union No. 298

IL Michigan City, IN

**Billy Patrick** No. %cal Union No. 878 n, TX Little Rock, AR



W. Paterson, NJ



**Mel Tanasse** No. 72Local Union No. 524 Yakima, WA

mith

, GA



**Thomas Tarantino** Local Union No. 473 Cleveland, OH



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Washington, DC

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**Walter Engelbert** IR-IBT Washington, DC



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**Charles Greenawalt** Local Union No. 764 Milton, PA



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Kenneth Hollowell Local Union No. 247 Detroit, MI



**Tony Hughes** Local Union No. 507 Cleveland, OH



Mo Jackson Local Union No. 676 Collingswood, NJ



**Charles Lester** Local Union No. 337 Detroit, MI



John McLaughlin Local Union No. 856 San Francisco, CA



**George Moffatt** Local Union No. 601 Stockton, CA



**John Morris** Local Union No. 115 Philadelphia, PA



Charles O'Brien IR-IBT Washington, DC



**Bernard Pellegrino** Local Union No. 553 New York, NY



**Gary Presser** Local Union No. 507 Cleveland, OH



**Louis Richard** GO-IBT Washington, DC



**Thomas Rodgers** Local Union No. 542 San Diego, CA



Louis Rumore Local Union No. 812 Scarsdale, NY



**Herbert Short** Local Union No. 557 Baltimore, MD



**McDonald Smith** Local Union No. 175 Charleston, WV



Sam Stintsman IR-IBT Washington, DC



**Charles Thibault** Local Union No. 938 Mississauga, Ontario Canada



Joseph Valenti Local Union No. 214 Detroit, MI



**George Vitale** Local Union No. 283 Wyandotte, MI

UNAVAILABLE WHEN **PHOTOS WERE TAKEN** 

**Larry Weldon** Local Union No. 741 Seattle, WA



Murphy E. Wicker Local Union No. 891 Jackson, MS

John Blake Co-Chairman WCT Seattle, WA

**Donald Sawochki** Co-Chairman Local Union No. 14 Gary, IN



**Harry Bath** Local Union No. 96 Local Denver, CO

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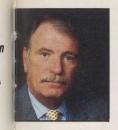


Rocco DePerno Anth Local Union No. 16cal Utica, NY



Kenneth Hester Local Union No. 74 Local Chicago, IL

### **RESOLUTIONS COMMITTEE**







UNAVAILABLE WHEN **PHOTOS WERE TAKEN** 

**George Branson** No. <sup>96</sup>Local Union No. 87 Bakersfield, CA

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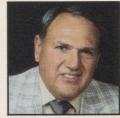
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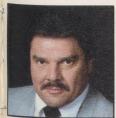
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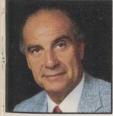
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### **CALL TO EXCEL CONCLUDES 23RD**

s a successful 23rd convention of the International Brotherhood of Teamsters neared its conclusion, delegates were admonished by Teamsters Human Services Director Father David Boileau in a closing benediction to contribute their own best efforts toward making the Teamsters a better union.

"When our story is told, then the world will know that we were Your agents, that we made this union an instrument of justice. Then, the world will know that we did the most noble thing that any person anywhere, any time, can do. We did your will."

He added the petition that we prove equal to the challenges ahead.

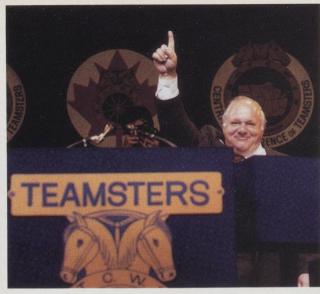
"We pause in trepidation and in humility before the future. The demands of the rest of this century are awesome. The future of technology; the displacements in the world of work are overwhelming. Are we equal to it? . . . We beg that gift from You," he said.

"We need intelligence . . . we beg flexibility . . . we beg endurance, and that means guts. We, above all people who are involved in this tremendous task of bringing about justice, we have to be tough and we have to be rough and we have to be very hard to bluff.

"Finally, we need hope, because without hope, there isn't any future, and what we hope for is what we know we have done in the past. We hope to be your instruments. . . . Finally, we hope for integrity—that you'll make us equal to the tremendous gift that You have given us in being Teamsters."

Buoyed with this blessing, that prays for much that Teamsters need to accomplish the mission ahead, delegates, alternates and guests watched as the officers they'd elected officially assumed the high offices they'd agreed to hold for the next five years during their swearing-in late Wednesday evening, after a long, grueling day.

There had been 1,891 delegates, 571 alternates and more than 5,243 guests among the 7,709 people attending this 23rd Teamster gathering, and during the long days of deliberation and debates, all had arrived at a new respect for the spirit of democracy and fair play that were clearly demonstrated by both delegates and officers. Teamster pride exists so strongly today, and will continue to grow in the years to come, because we do believe in the brotherhood and sisterhood we embrace and know that the world can be a better place if we dare to dream and unite our strengths. Teamsters: Yesterday, Today, Tomorrow!



"Teamsters don't retreat and Teamsters don't quit. The IBT is an 83-year-old American institution. We will go on. We must go on for the future of America is the future of labor. It is our God-given destiny to play a large part in determining that future."

23rd International Convention Las Vegas, Nevada 1986

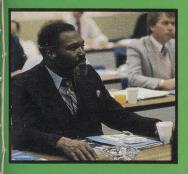
DELEGATES CHART A BOLD COURSE

International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America







Union-Busting Education Seminars

> Youth Leadership Seminars



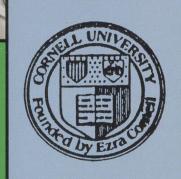
Productivity Workshop





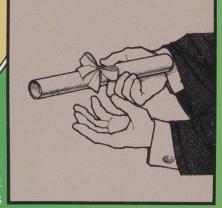
Local Union Officer/ Steward Educating
Youngsters & Adults
to Help Build a
Better Union for
Tomorrow





Seminar at Cornell for Teachers

Student Scholarships







Labor Management Forums

Leadership Academy at IBT



### THE PRESIDENT'S MESSAGE

ducation, as reflected by this month's International Teamster cover and much of the content of this issue, is an increasingly important concern for those of us in the Teamsters and the rest of organized labor. That, I think, is rightfully so.

We are living in increasingly sophisticated and complex times. The challenges we face in coming to grips with high-tech industries, a global economy and the switch from an industrial base to a service-oriented system are compelling us to rethink virtually every aspect

of our lives.

Workers and those who represent them need to constantly reassess skills they already have, hone them and develop new ones. The young need to be equipped with skills through the learning process that enable them to meet these challenges through a 30-50 year work life, equipped with the adaptive skills to meet change head-on and find a niche in the changing world work environment. Sociologists talk of lifelong learning and, perhaps, a future trend that will see workers changing occupation several times during a working career. Surely, students today need to be challenged to develop a variety of skills, interests and abilities if that will be the case.

The anti-union climate so prevalent in this country today, which manifests itself in union decertifications, the proliferation of union-busting consultants and a rash of bitterly anti-worker legislation also is something we must contend with.

If North America's people no longer understand what organized labor stands for and seeks, then it's up to us to remind them, as well as to educate a generation of youngsters, some of whom may never have come in contact with an honest-to-goodness working man or woman.

Someone once said that the "purpose of all higher education is to make men aware of what was and what is; to incite them to probe into what may be. It seeks to teach them to understand, to evaluate, to communicate." Add to that something Lyndon Johnson once said and you have, I think, the formula for success. LBJ noted once, "We must open the doors of opportunity. But we must also equip our people to walk through those doors."

We in the Teamsters are convinced that the multifaceted approaches we are using today offer the best chances for

success.

We are approaching the task of educating those for whom we're responsible on many levels. We are educating our officers, business agents and stewards and we are seeking ways to make retraining opportunities available to the membership. We are providing labormangement courses to increase understanding and mutual awareness of concerns; we are looking at ways to stop the union-busters.

We are providing educational opportunities for members' youngsters and going out in the community to acquaint our fellow citizens with whom we are, and we are beginning ambitious new programs to enlighten and equip a cadre of teachers who can help us carry our message of concern and support across North America, through the social studies curri-



**Jackie Presser** 

cula of both the United States and Canada.

It's an all-encompassing, ambitious program. It will require a lot of effort and dedication to accomplish. But if we succeed, and succeed we will, our lofty goals will result in a generation of people who once again are aware of all organized labor has contributed to progress in the world, and equipped with this understanding, will be more inclined to share labor's concerns and support its interests.

We are, after all, one family here together on this tiny planet of ours. Only by working in concert can we ever hope to achieve a better world for all men and women.

Fraternally,

Jackie Trusser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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Volume 83, No. 7

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Eleventh Vice President
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Washington, D.C. 20001 HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 JACK D. COX
Thirteenth Vice President
450 Carson Plaza Drive
Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212 MICHAEL J. RILEY
Fifteenth Vice President
1616 West Ninth St., Suite 300
Los Angeles, Calif. 90015
T.R. COZZA
Sixteenth Vice President
625 Stanwix St., Suite 1903
Pittsburgh, Pa. 15222

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Trustees MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929

Kernersville, N.C. 27285



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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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General Executive Board Focuses on Basics Outreach efforts important to IBT's goals

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# Pre-Convention Board Session Focuses on IBT Outreach Efforts

he Teamsters General Executive Board held its second quarterly meeting of the year April 29-May 2 in Las Vegas, Nevada, just three weeks prior to the start of the 23rd International Convention.

As could be expected, convention plans and arrangements topped the list of a full and busy agenda for the Board. General President Jackie Presser reported in detail on the multitude of preparations that had been made for various convention events and programs, providing the Board with a comprehensive update on the status of all convention-related activities.

During the General President's report:

• Board members received an overview of the 40-plus display booths planned for the Exhibit Hall area of the Las Vegas Convention Center. These booths provided convention delegates and guests with new materials and informational packets on the activities of Teamster conferences, trade divisions, departments and services, and highlighted the IBT's involvement with various charitable organizations.

• The GEB reviewed the list of guest convention speakers of national prominence in the worlds of labor, politics and medicine who were scheduled to address the delegates. These included such luminaries as Secretary of Labor Bill Brock,

Senator Orrin Hatch, former Secretary of State Alexander Haig, U.S. Congressman Bill Clay, Dr. Michael DeBakey and key union leaders.

• Members of the Board were given a synopsis of video presentations prepared especially for the convention. These included an impressive series of videotaped greetings from such notables as Vice President George Bush, Senate Majority Leader Robert Dole, Speaker of the House Tip O'Neill, a number of U.S. Senators and Representatives, and entertainers such as Pat Boone and Sammy Davis, Jr.

The Board also had an opportunity to preview during the week the two special audiovis-



ual presentations that would premier during the convention—the four-minute, multimedia, "Proud to Be a Teamster" slide show and the 22-minute IBT film, "We're America's Teamsters."

The Board also was updated on plans that had been made for the special gala evening concert, set for Thursday of convention week.

In addition to convention-related matters, the Teamster leaders focused their attention on a number of issues affecting the union's membership.

Lengthy discussion was held on key legislative developments which had occurred since the last Board session.

Board members were also given a report on the Spring 1986 Legislative Workshop, a two-day seminar held in Washington, D.C., which focused on current legislative issues and on the importance of DRIVE. Nearly 100 Teamster leaders from across the country attended the workshop.

In his report to the Board, the General President also discussed the successful operation of the Teamster Leadership Academy, which has expanded its curriculum from a program geared primarily toward new union officers to one which provides a comprehensive look at such diverse concerns as investments, corporate structures and methods of political action.

Updates on freight and the National Automobile Transporters Agreement were given to Board members, as were status reports on the "Buy American" campaign, organizing activities, safety and health issues, and key developments in the IBT's various trade divisions.

General Secretary-Treasurer Weldon Mathis reported to Board members on the financial affairs of the union. Other reports were also presented by IBT General Counsel John Climaco, Director of Communications Duke Zeller and Legislative and Political Director David Sweeney.

nother very successful IBT convention has ended, and now come the videotapes that bring back all the historical memories of that momentous week. Along with the videotapes, the song, "Proud To Be A Teamster," is on the lips of every delegate and member, and also in the hearts of each and every Teamster in the United States and Canada.

Now available to the membership are the videotapes (available in both  $\frac{1}{2}$  inch VHS and BETA sizes), slide tape presentation and audiocassette, all of which debuted during convention week. Each IBT local union will receive one complete set free of charge.

| Order #          | SIZE  | ITEM   | PRICE   |
|------------------|---|--|---------|
| (2790)           | √2" VHS<br>OR<br>BETA                           | "Proud To Be A Teamster" (4<br>Min. Slide Show) and "We're<br>America's Teamsters" (22-Min-<br>ute Film) | \$20.00 |
| (2792)<br>(2793) | ½" VHS<br>OR<br>BETA                            | Teamsters 23rd Convention<br>Scrapbook (Closing Video)   | 25.00   |
| (2794)<br>(2795) | 1/2" VHS<br>OR<br>BETA                          | "Buy American" Slide Show  | 25.00   |
| (2799)           | Audio-Cassette Tape—"Proud To Be A<br>Teamster" |  | 1.00    |

The convention videotapes and audio-cassette can be purchased from your Teamster local, which can order them from the International Union. Relive the memories of the Teamsters 23rd International Convention with these fantastic audiovisuals.



### V.P. Shea Joins Panama Canal Commission

Teamsters International Vice President Walter Shea was sworn in on June 24, 1986 as a member of the Panama Canal Commission, following a late 1985 appointment by President Reagan and Senate confirmation. As a panel member, Shea will help implement oversight responsibilities over the Canal, guided by the Panama Canal pact and other agreements. He will have a hand in making all policy decisions impacting on Canal operations, such as the development of compatible or unified systems for wages and employment practices in the Republic of Panama, until the Canal is turned over to Panama in December, 1999.

### IBT CORNELL PROGRAM'S

eamsters began a historic and innovative educational project on July 14, with the start of the first-ever Teamsters' labor history class for teachers.

The unprecedented program, running from July 14 to July 25, is attempting to teach 125 of North America's school teachers from around the country about the principles of unionism, the specific history of the Teamsters and labor's role in the developing economic systems of the U.S. and Canada. Goal of the program is to train educators who will then go back to their hometown schools and integrate what they've learned about labor into their class curricula.

Eventually, it is hoped, the lesson plans these educators devise, as well as subsequent sharing among graduates in terms of course materials, will provide the core of a labor studies program that can be taught in school systems throughout the United States and Canada.

The program is being conducted at the New York State School of Industrial and Labor Relations at Cornell University. It has been carefully structured by IBT Human Services Director Father David Boileau and his staff, using the best teaching team they were able to gather from around the country.

From more than 400 applicants who responded to an application which appeared in International Teamster several months ago, Boileau and his staff, in conjunction with Cornell personnel, selected a group of 125 teachers to participate in the two-week program. Attendees were coming from every state within the United States and from every Canadian province. There were 25 partici-



### INSPIRING TEACHERS TO TEACH LABOR HISTORY

pants from each Teamster area conference.

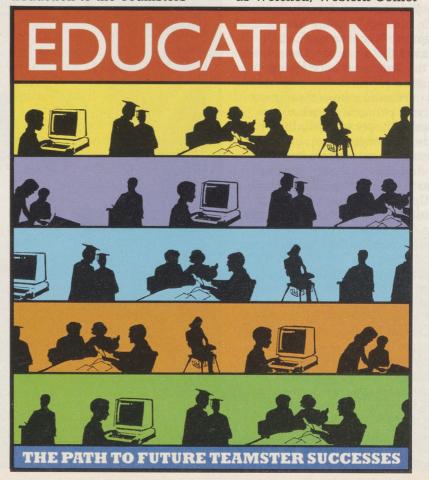
The course was carefully designed to give participating educators an in-depth look at labor's contributions. During the first week, they were to study the history of organized labor in the morning sessions, while during the second week, they would spend their mornings concentrating on labor relations, specifically the collective bargaining and arbitration processes.

Each afternoon during the course, for which each graduate will earn three academic credit hours, the group was to study a specialized field of interest.

They would get a general introduction to the Teamsters

from Father Boileau; take a look at the history of the Teamsters with Bernie Cook; gain an awareness of educational approaches being employed at the IBT from Education's Mary Lazarsky, and get an introduction to the deregulation dilemma from IBT Economist Norman Weintraub, as well as a look at the world of labor relations from Teamster leader Harold Wolchok, using his textbook, "The Real World of Work."

During the second week, they were to explore labor issues such as collective bargaining and representation, through discussions with IBT General President Jackie Presser and veteran Teamster leaders such as Wolchok, Western Confer-



ence Research Director Mark Endreson, Industrial Trades Division Director Joseph Konowe and others.

Nor was lunchtime a time for recreation, since Cornell planned to have at its "highpowered brown bag lunches" speakers to discuss key issues seminar-fashion and exchange views with participants. Such diverse topics as labor unions and the law, labor unions and the first amendment, labor's involvement with the media, labor and EEOC issues, and the integral part our Canadian Conference plays in our union's structure, among others, were to be discussed.

Assisting with these sessions are visiting educators such as Ed Taub from the University of Indiana, who was to discuss the Teamsters and the media question, Ohio State's Barney Offerman, who was tackling the equal opportunity issue, and Dr. Barbara Marchiolonis from Harvard, who lent her expertise as a recognized expert on teaching methodologies.

The Teamsters' Boileau said the course had been structured to be roughly one-third concerned with the history of organized labor, one-third with the Teamsters' contributions, and one-third with formulating lesson plans to incorporate what the group learns into effective school lesson plans.

Diverse tools were going to be utilized to help educators make their master plans and any subsequent lesson materials interesting for their students. In addition to the course itself, these Teamsters would be formulating a master plan of instruction and the union was undertaking the production of a specially created film to help in the educational process.

"We want these people to eat, drink, sleep and breathe labor for two weeks," Boileau said. "We want them to learn the terms already familiar to those in labor. We are saying, 'Here is the research, these are the key ideas and the key people,

and here's how to teach such a course.' What we then want them to do is to network with teachers from other areas, exchange ideas and successful techniques, and get this information into the nation's schools."

Boileau added that a very important part of the course will be the evaluation and follow-up program that is being developed. "We want to enlist these people as our agents; we want them to go home and get this information into the curriculum; we're counting on them to help us find other teachers who'd be interested in this study course."

The Teamster educator pointed out that the Teamsters would like to formulate similar workshops that the IBT could help conduct around the country, teaching other teachers this same course material. They would also like to make the instructional materials available to local Teamster officers for use among their interested rank and file. "Down the road, we'd like to have those teachers we've trained assist us in compiling oral histories and in putting together other components of our IBT history project as well," the educator added.

The Teamsters were also making available for the first time on any college campus, several unique historic exhibits created for the 1986 IBT convention as a way of acquainting participants with our union's proud history and heritage. One exhibit will be on view at the Cornell Library, while the other will be installed at the New York State School of Industrial and Labor Relations. Both were to be open to the public.

Boileau was buoyed by the fact that there has been such tremendous interest in the program. "Obviously, educators, like the rest of us, have seen shows like 'Roots' and immigrant-related programs, and are becoming more aware of the complexities of how our nations were formed. Studying labor history gives them a unique vantage point from which to view these diverse forces at work. They want to explore the advantages and disadvantages; they're aware they don't know much about labor unions and seem eager to learn more," he noted. "That gives us a way to get our message across to a receptive audience and, hopefully, begin turning around some of the misconceptions our young people have about labor

"This is a vital first step," the educator predicted, "and I am proud that the Teamsters were the ones who had enough faith in labor to take such a bold approach to solving the problem."



One Teamster leader meeting with students on the union's behalf in recent weeks was Industrial Trades Division Director Joseph Konowe. Konowe visited the Greens Farms Academy in Connecticut recently, where he engaged in a debate with Bernard Lishinsky, industial director of Handy and Harman, about the merits of unionism.

Konowe notes that since most of the school's students come from very affluent backgrounds and will go on to college and become future industry leaders, he was pleased to have the opportunity to challenge their opinions and expand their viewpoints. He was invited to participate in the seminar by the school's dean, Ty Reed.

### PA. CONFERENCE TARGETS POLITICAIAC

early 200 Teamsters from throughout the state assembled in Hershey, Pennsylvania, recently for the third, highly productive gathering of the Pennsylvania Conference of Teamsters.

A host of political and civic dianitaries were on hand, along with Teamster leaders, to thrash out the serious problems facing union members today. Delegates responded by enacting an ambitious, forward-looking slate of 35 resolutions aimed at anticipating and meeting these challenges.

During the session, held from

May 4 to 7, 1986, Conference President John P. Morris and Secretary-Treasurer James M. Beros both commented favorably on the continuing rise in influence and power the Conference has enjoyed, despite the fact that this is only the third annual meeting of the Conference since its inception.

Vigorous involvement by affiliates has helped the Conference take great strides in organizing, political action, retiree affairs, education and social and community services, all of which have contributed to the organization's growing reputation as the leading labor organization within the state.

In his official report to delegates, President Morris offered detailed statistics on recent organizing successes by affiliated locals; set out a program for organizing Overnite Transportation, a non-union carrier which is rapidly moving into the Pennsylvania area; detailed the need for a Conference newspaper; and cited many of the recent labor victories in the State House and Senate, which he

### RESOLUTIONS

elegates took action on some 35 resolutions during the Pennsylvania Conference session.

 Among the resolves, they voted to oppose double-breasting in the construction industry, plant closings and their subseurging the U.S. Senate to pass H.R.281, the Construction Indus- gates urged the United States try Contract Security Act, without amendment, to protect the bargaining rights of Teamsters employed in the construction in-centives that foster plant closdustry.

 Delegates took a strong stand against deregulation. urging affiliates to work with the IBT and urge Pennsylvania members of Congress to enact legislation to regulate the truck- fits for workers affected by ing industry as it was before, and to reestablish the transportation system that served our country so well.

 They also urged the Pennsylvania Conference to create and advance, conference-wide, unified policies for all Teamster sources during the pre- and affiliates in the fields of politi-

cal action and legislative programs, and further communicate such with one voice in solidarity, encouraging every Teamster member and family to uation be made available for register and vote.

To lessen the tragedy of quent impact on workers, dele-Congress and the Pennsylvania in its current form without State Legislature to provide new laws to remove the tax inings. They urged Congress to require companies to give adeguate advance notice of such closings and provide for increased and expanded unemployment compensation beneplant closings, as well as coun- Trade Wage Act, along with a seling and retraining for affected workers. These Teamsters also suggested that corporate contributions be made to an impacted community to provide needed repost-closing period; that incen-

tives be provided to attract new companies to areas severely impacted by plant closings, and that health care benefit continlaid-off workers and depend-

 Delegates also urged the United States Senate to pass S.1018, armored car legislation, amendment, so as not to prevent this class of employees from joining a union of their choice: went on record in favor of a substantial increase in the federal minimum wage; and voted in a strong plank supporting the IBT position on trade policies, seeking especially the passage of H.R.3487, the Fair long list of other resolutions. In a related measure, Pennsylvania Conference delegates went on record as encouraging all union brothers and sisters to "Buy American/Buy Union," to help put American union workers back on the job.

### Alaction as one of its key goals

credited to vigorous and enthusiastic Teamsters' participation.

The list of distinguished political figures addressing the gathering read like a "Who's Who" of Pennsylvania politics. Speakers included United States Senator Arlen Specter, Governor Dick Thornburgh, Lieutenant Governor and a candidate for Governor William W. Scranton, III, State Senator and Democratic Minority-Leader Edward Zemprelli, State Senator Vincent Fumo, Majority Leader of the Pennsylvania House of Representatives James Manderino, State Representative Dwight Evans, Pennsylvania Secretary of Labor James W. Knepper, Jr., and Pennsylvania Auditor General Don Bailey, who's also a Democratic candidate for the United States Senate in 1986.

While all lauded the Teamsters' record of political action, several took strong stands on issues of importance to our members.

State Senator Fumo, the "Teamsters' voice in the State Senate," offered delegates a report on current bills pending before the State Senate directly affecting labor, pledging his continued support of Teamstersponsored legislation and his commitment to ensuring the Teamsters receive the recognition they deserve as the largest union in the state.

Majority Leader Manderino reported on current legislation before the State House, encouraging the Teamsters to continue to press forth their views and opinions.

State Representative Dwight Evans' remarks also were well-received; he reported on a bill he has sponsored in the State-house to eliminate the goon and thug tactics that private security forces have been using on picket lines. Noting that they are used only to harass, intimi-



date, threaten and coerce legitimate strikers, Evans affirmed that their illegal activities must be stopped.

U.S. Senator Specter's report was of particular import for delegates, since he arrived fresh from a Capitol victory, having defeated proposed anti-labor amendments to the Hobbs Act introduced on the Senate floor. He promised Teamsters that he would continue to fight for their interests.

At a reception hosted for delegates, wives and guests, the large contingent of State Senators and Representatives, state commission and board members, judges, county chairmen, Congressmen and other political and civic leaders lent proof through their sheer numbers that the Pennsylvania Conference of Teamsters is the most recognized and respected labor organization in Pennsylvania.

IBT representatives at the session included Robert T. Flynn, administrative assistant to the General President, DRIVE Director Wallace Clements, IBT Legislative Representative Timothy Scully and IBT Human Services Director Father David Boileau. They detailed for delegates a number of new services and programs available to IBT affiliates.

U.S. Senator Arlen Specter and Pennsylvania Governor Dick Thornburgh, both sympathetic supporters of Teamster causes, were keynote speakers at the recent three-day session of the Pennsylvania Conference of Teamsters.

Clements reported, in particular, on the success of the International's DRIVE program and congratulated Local 115 and Joint Council 53 for being the top contributors to DRIVE for the first quarter of 1986. Clements pledged to visit each local union within the Pennsylvania Conference to help each affiliate get its DRIVE program off the ground or increase its success.

Conference President Morris issued a general call-to-arms for DRIVE at the conclusion of the meeting, urging all locals to support this International program, which Morris termed "essential to our future survival."

He urged a united 100 percent campaign of support for and participation in IBT DRIVE, affirming that political strength "is the only answer for local unions to protect themselves against the various outside forces that are trying to destroy the labor movement today."



## Eastern Conference Policy Committees Meet; Plans for Quadrennial Confab Are Discussed

he Eastern Conference policy committees met in June, 1986, in Washington, D.C., to prepare for the coming 13th area conference of this IBT affiliate, which will be held this August in Myrtle Beach, South Carolina.

Representatives of the 12 trade divisions that are operational in the Conference attended the session. These include the Conference's Airline, Automotive, Chemical and Petroleum; Bakery; Brewery, Soft Drink, Liquor & Winery Employees; Building and Construction; Dairy Employees; Househood Goods, Moving and Storage; Industrial Employees; Miscellaneous; Office Employees; Overthe-Road and General Hauling: Public Service Employees, and Warehouse, Produce, Dry and Cold Storage Divisions.

All of the contract negotiations and organizing programs in the conference area are assigned to these 12 trade divisions. The policy committees were established to formulate programs, exchange ideas and make recommendations. Policy committee recommendations will be reported to affiliated local unions at the Conference's meetings in August.

Eastern Conference Director Joseph Trerotola stated at the session that it was his intention to have the policy committees and trade divisions meet more frequently, in order to stimulate the flow of ideas and exchange of information which are essential to the effective operations of affiliated local unions.

The policy committees were very active in the early years of the Conference and were, in fact, crucial to its early success. Faced with today's complex negotiations and organizing challenges, Trerotola feels that a strong policy committee could play a similar role today.

He cited a number of trends to support this contention. "The mergers of companies with labor contracts with the Teamsters have frequently caused an atmosphere of good labor relations to change to one of confrontation and demands for concessions," he noted. "Also, where a company, in the past, allowed its employees a free choice in NLRB elections, the merged companies are more often putting in strong antiunion programs to defeat unions and even decertify unions.

"Greater coordination and cooperation among our local unions," he said, "can counter these anti-union actions more effectively." Delegates to this summer's Eastern Conference of Teamsters area-wide session can expect an exciting and challenging time as they ponder these and other problems confronting labor today. ess than two weeks after the Teamsters presented a strong case on the need for Labor Protective Provisions (LPPs) to protect the rights of airline employees in mergers, takeovers and route transfers, the U.S. Department of Transportation has reversed itself and tentatively included LPPs in the pending merger of Northwest Airlines and Republic Airlines.

It had long been the policy of the Department of Transportation to refuse to impose LPPs on the airlines on the ground that this was a subject for collective bargaining between the carriers and the unions. This was a reversal of the policy of the Civil Aeronautics Board in the period before the Airline Deregulation Act of 1978 was passed by Congress.

On June 19, Airline Division Director William F. Genoese testified on behalf of General President Jackie Presser before the House Subcommittee on Aviation.

"Since passage of the Airline Deregulation Act of 1978," he said, "an unprecedented number of airline mergers, acquisitions and route transfers have occurred. Thousands of employees have already been furloughed, dislocated or reduced in seniority as a result of these airline transactions."

As a prime example, Genoese cited the sale by Pan American World Airways of its Pacific routes to United Airlines.

The Department of Transportation refused to impose LPPs in this case and, as a result, Pan Am ground employees in Hawaii and on the West Coast lost their jobs. There was a rolling effect throughout the Pan Am system, Genoese told the subcommittee, because Pan Am lost millions of dollars in revenue when it gave up its Pacific business.

"For over 35 years," Genoese testified, "labor protective provisions have provided a fast and low-cost means of resolving labor issues while avoiding



### Pressure by Teamsters Brings Policy Change at Transportation Dept.

interruptions to commerce.

"Pursuant to these protective provisions, Pan Am and the Teamsters Airline Division, following the largest merger in airline history, successfully negotiated a system for seniority integration and resolution of other merger-related issues, involving more than 8,000 employees in locations throughout the country."

Genoese referred to the merger of Pan Am and National Airlines.

He called on the subcommittee to pass legislation requiring the imposition of LPPs in order to protect the seniority of workers, their rehire rights and their rights to compensation and retraining when their jobs are lost due to deregulation.

"The traveling public, airline industry employees and carriers need the stability provided by the orderly dispute resolution procedures of the labor protective provisions," Genoese said.

Genoese was assisted in presenting the case by International Attorney James McCall, Airline Division Representative William Ferchak, Government Affairs Director Paul Locigno, Legislative Director Dave Sweeney and Tim Scully of the Legislative Department.

Less than two weeks later, a Department of Transportation administrative law judge considering the proposed merger of Northwest and Republic recommended in favor of the merger—but only with LPPs to protect the workers' rights.

The judge recognized the injustice of the department's previous position. His recommendation is subject to review by Transportation Secretary Elizabeth Dole.

"We are still pushing hard for the rights of the Pan Am workers who lost their jobs due to Pan Am's deal with United," Genoese said.

He also said that the Teamsters still want Congress to pass the legislation he supported in his testimony before the House subcommittee.

This legislation, introduced by Subcommittee Chairman Norman Y. Mineta, a California Democrat, would require the Department of Transportation to impose LPPs in all pending airline merger cases.

The LPPs would generally provide for displacement allowances, severance pay, continued insurance coverage, moving allowances and seniority protection for all workers.

### Airline Division Campaign Set after Northwest Merger

he IBT Airline Division is preparing for an all-out campaign to represent more than 6,200 flight attendants once the pending merger of Northwest Orient Airlines and Republic Airlines is completed.

An administrative law judge at the Department of Transportation, Ronnie Yoder, has recommended that the department approve the Northwest-Republic merger. Transportation Secretary Elizabeth Dole was required to issue a final decision on the merger by July 31, 1986. It was expected that she would adopt Law Judge Yoder's recom-

### **Northwest Is Teamster!**

mendations.

For the last 10 years, the IBT Airline Division has had an impressive record in improving the wages and working conditions of Northwest's approximately 3,600 flight attendants.

Republic's flight attendants are represented by the Association of Flight Attendants (AFA), a union which the Northwest group rejected in 1975 because the AFA was too weak to help them.

Northwest has committed itself to recognizing the Teamsters after the merger. However, the AFA is expected to file for a union representation election with the National Mediation Board as soon as the merger is official.

The Teamsters would like, of course, to welcome Republic's flight attendants to Teamster ranks and plan an aggressive campaign to acquaint them with the advantages of Teamsters' membership, not the least of which are improved wages and benefits.

Airline Division representa-

tives recall that the old AFA contract with Northwest was ranked 14th in the industry in an independent survey before the Teamsters were voted in.

### **Record of Success**

The first Teamster contract with Northwest quickly brought the group to fifth place industry-wide. Steady improvements in contract language resulted after 1980 negotiations in a pact rated third best in the industry. The current contract is rated as either Number One or Number Two in a very competitive field.

"The Teamster contract at Northwest is clearly superior to the AFA contract with Republic in virtually every respect," says William F. Genoese, director of the Airline Division. "The AFA contract calls for 'A' and 'B' scale employees. We have a 'Y' structure, in which all flight attendants get the same top money."

### **A Responsive Attitude**

"Northwest flight attendants have been happy with the Teamsters," Genoese notes. "In addition to improvements in benefits and conditions, our local union structure allows us to have staff available wherever our people are domiciled to help with problems, answer questions and respond to their needs. Flight attendants working out of Northwest's Minneapolis hub, for example, have only to reach for the phone and call Local 2747 Secretary-Treasurer Claudia Bushbaum or the local staff for assistance. Readily available assistance also is afforded by Airline Division local unions to flight attendants elsewhere throughout the system.

### They're Professionals and the IBT Knows It

"The Teamsters recognize the fact that flight attendants are professionals," Genoese said. The Airline Division, which represents every class and craft in the industry—from pilots to porters—has flight attendants at PSA, World and Northwest among its membership.

### **Our Staff Understands**

"Our people are experienced; they have expertise and an understanding of professional airline employees that comes from this across-the-board familiarity with the airline industry.

### **We Fight for Workers**

"The Teamsters Union is probably the most progressive union in the country today in terms of innovative programs and benefit packages," Genoese points out. "Our International has a steadily increasing percentage of female members as well as numerous women in leadership positions as department heads and professional staffers, among them women who deal specifically with airline issues.

"Their input is ensuring that child care programs, liberal parental leave policies and workshops on women's issues, are a part of our agenda for the '80s and '90s. That translates into improved contracts for members such as our Northwest flight attendants. Teamsters are on top of all industry trends.

"When you add to that the access afforded our affiliates in terms of utilizing IBT headquarters departments such as Legal and Legislative, you come up with a team that can't be beat in providing dignity to our



members through strong negotiations. That gives us strength that's hard to match," Genoese

Ås it prepares for the contest ahead, the AFA contends that the flight attendants at the merged airline will be better off with a union that includes only flight attendants. But experience has shown that when the flight attendants try to go it alone, they don't have the clout to achieve their goals.

"The attendants need to have a large and strong organization behind them," Genoese says.
"When the TWA flight attendants tried to go it alone in a strike against TWA, they were wiped out. We have hundreds of thousands of people ready to

back our members up in any strike situation that arises."

### **Jackie Pledges Aid**

General President Jackie
Presser is supporting this campaign 100 percent. "We helped bring and keep the Northwest flight attendants up to the best levels in the industry in wages, benefits, hours and working conditions," he says. "We want to make sure that they don't lose these gains now. We're not going to let what happened to the TWA flight attendants happen at Northwest."

The IBT General President will be playing an active role in the campaign as the election approaches. He already has held strategy meetings with Genoese.

Presser is determined that the Republic group be brought up to the higher wages and working conditions prevailing at Northwest.

Northwest flight attendants are domiciled in Minneapolis, Seattle, Chicago and New York, while Republic attendants are based in Minneapolis, Detroit and Memphis.

"The Northwest group is very strong," Genoese adds. "They want to remain in the Teamsters. The strength of this group has enabled us to negotiate outstanding contracts without a strike—even though Northwest is one of the toughest airlines—if not the toughest—with which to negotiate."

### We Expect an Election

The National Mediation Board is expected to send out mail ballots to the flight attendants at the merged airline soon after Labor Day.

"We're looking forward to working with the Republic flight attendants and having them become Teamster members," Genoese declared. "We expect to improve their contract in every respect and raise it to the levels already enjoyed by our members at Northwest."

It's been said that "when the going gets tough, the tough get going." Now's the time for Northwest flight attendants to stand their ground and hold out for the much better conditions and benefits which membership in the Teamsters provides. Their word-of-mouth support for the union will ultimately be the most important factor in helping Republic's flight attendants decide who should represent this large bargaining unit.

Dignity through Strength
Teamsters: A Proven Track Record

t is said that "you can teach a student a lesson for a day; but if you can teach him to learn by creating curiosity, he will continue the learning process as long as he lives."

Fostering such curiosity was one of the principal goals of IBT Human Services Director Father David Boileau recently, as he appeared before the Hugh O'Brien Youth Foundation Illinois Leadership Seminar in Chicago.

Speaking on behalf of the Central Conference of Teamsters at the request of its director, IBT Vice President Robert Holmes, Boileau spent a day with 200 of Northern Illinois' outstanding high school sophomores. In a panel discussion focusing on the topic, "The American Worker: Agenda for the Eighties," he and three other community leaders discussed the future of labor unions in today's society.

The other panelists included John Stoner, president of Stoner, Wilson and Associates; Brian Mumaugh, labor relations representative for United Airlines, and Steve Cullen, executive director of AFSCME-Illinois.

Purpose of this annual seminar was to bring students who are our future leaders together with articulate spokespeople from business, labor and government to discuss the free enterprise system. As conference organizers noted, "It is vitally important to introduce and cultivate among these youngsters

## Education of the Young —An IBT Priority

an awareness of labor issues today, as well as the history behind them."

During the intensive three-day session, attending young-sters—each of whom had been nominated for the honor by a nominating committee at his/her high school—studied a broad range of topics in both small group discussions and seminar sessions.

Courses ran the spectrum, from a discussion of America's incentive system, to the difference leadership can make in local government, to a study of the news, exploring whether the media provides information or sensation. Topics were meant to inform, challenge and stimulate, and that they did.

These students, who are just beginning to make college choices and potential career decisions, were also exposed to a number of business forums in which they could explore the potential for careers in fields such as labor relations, art, medicine, education and a broad range of other occupations.

Each ambassador selected to attend the seminar was chal-

lenged to "accept the responsibilities that will be placed on tomorrow's decision makers."

The seminar itself was based on the premise that America's incentive system provides a framework for effective decision making, and that individuals and society both will benefit by any increase in overall efficiency or improvement in quality of life that can be achieved.

By bringing such students together with recognized community leaders, organizers hoped to open the doors to a vast world of ideas, opinions, facts and decision processes. "Your charge is to listen, question and argue. Leave the program with a new curiosity and an openness to consider new ideas," students were told.

Boileau's involvement was especially important, considering the lack of information many students have today about the labor movement or the many contributions of working men and women. For many students who haven't grown up in union homes, this was their first opportunity to hear about workers' contributions to society.

The Teamster director, joined by countless other union officers around the country, welcomes such opportunities to impress our youth with the value of work and workers. If these will be the leaders of tomorrow, then surely they must acquire a strong understanding of labor's contributions to the world in which we live.





## The IBT Celebrates 20 Years of Scholarship Assistance

o many families today the dream of a college education is beyond reach due to soaring costs and a sharp decline in the availability of public funds. As a result, Teamsters are increasingly turning to their union for assistance and, typically, the union is coming through. This Spring, the International set out to identify various sources of financial aid available to our members. The findings are contained in the Teamster Scholarship Guide in this issue of the International Teamster. We urge you to remove this guide and keep it for future reference.

The Teamsters Union has always been at the forefront in the fight for greater opportunity and a higher standard of living for working people. College is not the answer for everyone, but for some it is a key to a better quality of life and improved employment options. It's nice to know that Teamsters are there providing educational awards to members and their families.

### The Survey

The International Union asked all Teamster locals and joint councils to provide information about any scholarship programs offered to their members. The questionnaire requested details on any affiliate scholarships offered as well as any programs available through Teamster-organized employers. The survey showed that Teamsters are among the most generous providers of educational funding in the private sector.

Of approximately 750 questionnaires mailed, nearly half (351) were returned to the International. The results were quite impressive and demonstrate the strength of our union's commitment to expanding educational opportunities for Teamsters and

their families.

- Fifty (50) local unions annually provide over \$484,725 in scholarship awards to their members.
- Six (6) joint councils, representing 106 locals, offer \$36,000 in educational assistance each year.
- The International Union's scholarships total \$75,000.
- The annual value of Teamster education awards is \$595,725.
- In addition to scholarships available from the various Teamster affiliates mentioned above, some Teamster employers offer financial aid programs to members and their families.

### 1966-1986:

### The International's Awards

he International's General Executive Board established the Scholarship Fund in 1966 recognizing that a college education is one road to better job opportunities. At that time, eight scholarships were authorized, two each in four area conferences. When the Canadian Conference was established, two additional awards were authorized, bringing the total number to 10. In 1984, the Board expanded the program to include 15 "Bootstraps" scholarships. Now the Scholarship Fund provides educational assistance totaling \$75,000 to 25 deserving Teamster children.

The announcement for the upcoming 1986/1987 program is on the inside back cover of this issue of the magazine. If your son or daughter is entering his or her last year of high school, please send for information and an application.

This year's Scholarship Selection Committee included admissions directors from George Mason University in Fairfax, Virginia; the University of Maryland in College Park and the American University in Washington, D.C. Their difficulty in selecting 25 winners from a pool of more than 1,800 applicants was probably best stated by committee members who noted that they would be glad to have any of the 125 finalists attend the prestigious universities they represent. While the overall excellence of the applicants may have made the selection committee's job more challenging, it is a tremendous compliment to all Teamsters that our applicants are of such a high caliber.

The International Brotherhood of Teamsters is proud to announce the scholarship winners for the 1985/1986 program year. Following is a profile of each of the recipients of the 10 \$6,000 awards, representing the top two students in each of the five area conferences. Their credentials are truly impressive and represent a lifetime of hard work and dedication.

### **Canadian Conference**

This year the two top finishers from the Canadian Conference are Charmaine Ho and Sheila M. Reynolds.

Charmaine
Ho is an excellent student
who plans to
enroll at the
University of
Toronto this fall
where she will
major in Physical and Life



Sciences (Pre-Med). She has the ambitious goal of becoming a physician specializing in cardiology.

She has received many honors in recognition of her ability, including awards in mathematics, accounting and systems analysis and design. She was a member of the Honor Society and in both 10th and 11th grades was named one of the Top Five Scholars at East York Collegiate Institute. Charmaine graduated in the top four percent of her graduating class of 270 seniors last Spring.

Her wide-ranging interests are demonstrated by her extracurricular activities. In addition to holding an after school job, Charmaine was a member of the Yearbook Club, the Chemistry Club and the Mathematics Contest Club. She also played in her school's concert band.

Charmaine is the daughter of member Kathleen Ho who is a data entry operator at Ault Dairies. Mrs. Ho is a member of Teamsters Local 647, in Toronto, Ontario.



Sheila M.
Reynolds is another outstanding student from the Canadian Conference and the other recipient of a \$6,000 IBT scholarship.

She graduated first in her class of 99 seniors at Elphinstone Secondary School in Gibsons, British Columbia.

Sheila's father is Local 464 member Freeman Reynolds. Mr. Reynolds is employed as a driver salesman at Weston Bakeries Ltd. in Vancouver, B.C.

An active and concerned young lady, Sheila belonged to the Yearbook and Ski Clubs and played on both the ladies softball and volleyball teams in high school while serving as sports director on the Student Council. She also attended the Safety Youth Leadership Conference in her area.

Sheila has been given awards in math, science and social studies to name just a few and has been consistently named to her school's honor roll. She plans to use her considerable academic skills pursuing a major in Physics, Chemistry, or Mathematics at Queens University in Kingston, Ontario. Ultimately she hopes to earn a master's degree in Chemical or Aerospace Engineering and eventually to become an astronaut.

### **Central Conference**

James A. Bennett and Monte R. O'Neal are this year's scholarship winners from the Central Conference.

James A. Bennett attended
Waterford Mott
High School in
Pontiac, Michigan. He finished first in
his class of 525
graduating seniors.



James' scholastic achievement is even more remarkable when you consider his extensive after school obligations. He is an Eagle Scout, the highest rank attainable in the Boy Scouts, and was named Junior

Assistant Scoutmaster of his troop. A musician, he was a drum major in the school's marching band, president of the Band Council and played first chair french horn in the concert band. In addition, James consistently held a part-time job.

His outstanding qualities and hard work have not gone unnoticed. He was a member of the Student Council and was selected as a school representative to two Student Leadership Forums. He received the Episcopal Church's God and Country Award and served as Church Youth Group president.

In addition to being selected for an IBT scholarship, James also will receive an academic scholarship from the University of Evansville in Evansville, IN, where he will major in Physical Therapy. Eventually, he would like to get a master's degree in the field and to become a sports medicine clinician or an athletic trainer.

James is the son of Teamster member James H. Bennett of Local 299. Mr. Bennett works as a carpet installer for J. L. Hudson in Detroit.



The other representative from the Central Conference, Monte R. O'Neal, is from Trafalgar, IN. Monte graduated first in his senior class of 120 at

Indian Creek High School earning straight A's throughout his high school career.

Monte's father is member Barry L. O'Neal of Teamsters Local 135 in Indianapolis, IN. The elder Mr. O'Neal is employed by Yellow Freight Systems of Indianapolis where he is a dock-worker.

The recipient of numerous honors and awards, Monte received a state scholarship for Valedictorians and was a semifinalist for a National Merit Scholarship. A consistent honor

roll student, he is listed in Who's Who of American High School Students and has been named a Student of the Month by the National Honor Society. He has also received several other awards for spelling, math and writing.

Somehow this young man found time for after school activities including membership in the French, Science and 4-H Clubs. He was a school library assistant and a member of the school newspaper staff. He is also interested in music and has written several songs.

Monte's long-term goal is to get a PhD in Meteorology and become a computer researcher in the field. This fall he plans to attend Indiana University-Purdue University at Indianapolis.

### **Eastern Conference**

Representing the Eastern Conference as this year's scholarship winners are Linda M. Dougherty and Lissette I. Gonzalez.

Linda M.
Dougherty is
the daughter
of Joseph A.
Dougherty of
Teamsters Local 463 in Philadelphia, PA.
Mr. Dougherty
works as a



dairy shipping foreman at Wawa, Inc. in Wawa, PA.

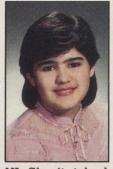
An exceptional student at Cardinal O'Hara High School in Springfield, PA, she graduated in the top one percent of her class of 748 seniors.

Linda is involved in a variety of extracurricular activities in addition to having an after school job. As an athlete, she was on her school's cross-country and track teams. As a scholar, she was a member of the Latin, Spanish and Computer Clubs, as well as serving on the yearbook staff. And as

an involved citizen, she participated in the Community Service Corps.

The recipient of numerous honors, Linda is a member of the National Honor Society and was named as a National Merit semifinalist. Her writing skills are evidenced by several achievement awards in writing and she won the Daughters of the American Revolution essay contest. Her school also recognized her with awards for excellence in Latin and science.

Linda's outstanding academic career would have gained her admittance to almost any college of her choice. She decided to attend the University of Pennsylvania in Philadelphia where she will pursue a double major in Biology and Psychology en route to her long term goal of becoming an orthopedic surgeon.



Another fine scholar representing the Eastern Conference, Lissette I. Gonzalez, attended Perth Amboy High School in Perth Amboy,

NJ. She finished second in a graduating class of 467, a feat made even more remarkable when you consider that English is her second language.

Some of Lissette's well-deserved honors include her selection for a National Hispanic Scholars Grant and being named as a New Jersey Distinguished Scholar. A member of the National Honor Society and the Math Honor Society, she is also mentioned in Who's Who Among American High School Students and was a semifinalist for the New Jersey Governor's School.

Lissette was very involved at her high school, serving on the yearbook staff, as secretary of her senior class, and editor of the school newspaper. She was also a member of the Academic Team, the Computer Club, the French Club, the Music Appreciation Club and played in the school band.

Lissette's mother is Teamster member Laudelina Gonzalez out of Local Union 363 in Howard Beach, NY. Mrs. Gonzalez is employed as a machine operator at A & E Products, Inc. of Keasby, NJ.

Eventually, Lissette would like to earn her doctorate in the field of Mechanical Engineering. She will begin her career at the prestigious Massachusetts Institute of Technology in Cambridge, MA where a number of Teamster scholars already attend.

### Southern Conference

Sean V. Howell and Cheri L. Prough were the top two applicants from the Southern Conference this year.



Sean V.
Howell graduated from
Guntersville
High School in
Guntersville,
AL. He finished second
in his senior
class of 150

students in addition to serving as a Student Council Representative

He will be able to use his Teamster scholarship in conjunction with a Presidential Scholarship from Georgia Tech and a Rockwell International Achievement Scholarship. Sean was a National Honor Society President, a National Merit Scholarship semifinalist, and was in Who's Who Among American High School Students.

This young man managed to keep an after school job and still be a member of the Explorers and the Math Team. He was also president of the Science Club and competed in the Scholars' Bowl.

Sean is the son of member Jesse L. Howell of Teamsters Local 612 in Birmingham, AL. Mr. Howell works as a bulkfeed loader for Gold Kist Poultry Feed Mill in Guntersville.

As noted earlier, Sean is headed for the Georgia Institute of Technology in Atlanta where he will major in Aerospace Engineering. He wants to continue on and get his master's degree before going to work in the design department of an aerospace firm, and eventually, to start his own business.



Cheri L.
Prough is the daughter of Local 373 member Robert G. Prough, a cashier for Consolidated Freightways, Inc. in Fort

Smith, AR. Mr. Prough must be very proud of his daughter's exemplary academic record.

Cheri finished number one in her class of 220 seniors graduating from Van Buren High School in Van Buren, AR. Not only did she participate in numerous after school activities such as the band and the Quiz Bowl Club, she also volunteered her time as a math tutor, was a clarinet instructor and had a part-time job.

Her many accolades include winning a Leland James Memorial Scholarship and attendance at the Arkansas Governor's School for the Gifted and Talented. Cheri received several music and math awards during high school, was a member of the National Honor Society, and was named as a National Merit semifinalist.

Cheri will go to Hendrix College in Conway, AR. At this time she has not declared a major but is considering English, Psychology, and Mathematics as possibilities. Ultimately, she wants to work with gifted and talented students,

helping them to explore their full potential.

### **Western Conference**

This year's IBT scholarship recipients from the Western Conference are Steven J. Hiatt and Kam K. Lee.



Steven J.
Hiatt maintained a perfect 4.0 grade average while attending Vacaville High School in Vacaville, CA.
This excep-

tional accomplishment placed him first in a graduating class of 525.

In addition to his Teamster scholarship, Steven also won an Elks Lodge Scholarship. He was enrolled in honors classes throughout junior and senior high schools and received awards in math, and for his overall academic excellence. He is also a lifetime member of the California Scholarship Federation

Steven's many activities show his broad range of interests. A varsity letterman in soccer, he ran track and enjoys several other sports. He served on the Student Council, yearbook staff, and was a member of his school's German and Wilderness Clubs. Steven's concern for his community is demonstrated by his involvement with Students Against Drunk Driving (SADD) and his church youth group.

Delbert L. Hiatt, Steven's father, is a Teamster member of Local Union 70 in Oakland, CA. The elder Mr. Hiatt is employed as a driver for R.C. Cola in Oakland.

This fall Steven will attend the University of California in Berkeley. After a double undergraduate major in Business Administration and Electrical Engineering he wants to pursue a master's degree and eventually go into business for himself.



Last, but certainly not least, is scholarship recipient Kam K.
Lee who is the daughter of Mui Ching
Lee, a member of Local 890 in

Salinas, CA and a food packer at Simplot Foods, Inc.

Kam graduated from North Salinas High School in Salinas, CA. She ranked first in her class of 335 seniors and is a deserving member of the National Honor Society.

Since the ninth grade Kam has consistently been among the top finishers in Monterey County Spelling Bees and won a \$500 award in her school district's spelling contest. She is an articulate speaker, as evidenced by her victory in the Lions Club Speakers Contest and her second place finish in the VFW's Voice of Democracy speech contest.

Kam's school activities include membership in the Science, Math and Advanced Placement Clubs. She was elected as her homeroom Senator as well as being involved with the Gifted and Talented Education Club.

Although she has not yet decided on a major field of study, Kam is currently considering the areas of Biochemistry and Pharmacology. She will attend the University of the Pacific in Stockton, CA and, based on her record so far, she is likely to be very successful in whatever field she chooses.

IBT Scholarships
Annually Total More
Than a Half Million
Dollars!

TEAMSTER
Schools GUIDE



### INTERNATIONAL SCHOLARSHIP

Number of Awards: Twenty-five (25)
Value of Awards: 10 @ \$6000 — 15 @ \$1000
Eligibility: Dependent of Teamster member
High school senior
FAF or FFS analysis

FAF or FFS analysis SAT or ACT Scores Application Deadline: November 30th

Contact: International Brotherhood of Teamsters Scholarship Fund 25 Louisiana Avenue, N.W. Washington, D.C. 20001 (202) 624-8735

### JOINT COUNCIL SCHOLARSHIPS

### **JOINT COUNCIL 10**

Affiliated Local Unions: 16, 25, 42, 48, 49, 55, 59, 64, 82, 122, 127, 157, 170, 251, 259, 340,

379, 380, 404, 437, 494, 496, 504, 526, 597, 633, 653, 686, 829, 841

Number of Awards: Five (5) Value of Awards: \$1000 each

Eligibility: Dependent of Affiliated Local Union

member

High school senior
Application Deadline: April 15th

Contact: Teamsters Joint Council No. 10 Annual Scholarship Award 650 Beacon Street Boston, Massachusetts 02215 (617) 266-2934

### **JOINT COUNCIL 32**

Affiliated Local Unions: 120, 160, 221, 289, 320, 346, 359, 471, 487, 503, 544, 638, 792, 970, 974, 975, 1145, 2747

Number of Awards: Eight (8) Value of Awards: \$500 each

Eligibility: Member/Dependent of Affiliated Local Union member

High school senior

Application Deadline: April 30th

Contact: Minnesota Teamsters Joint Council No. 32

3001 University Avenue, S.E. Minneapolis, Minnesota 55414 ATTN: Loraine Arneson (612) 331-6767

### **JOINT COUNCIL 36**

Affiliated Local Unions: 31, 213, 464 Number of Awards: Four (4)—minimum

Value of Awards: \$500 each

Eligibility: Member/Spouse/Dependent of member of affiliated Local Union Junior/Senior in high school or college student

Application Deadline: October 30th Contact: Teamsters Joint Council No. 36 490 East Broadway Vancouver, British Columbia Canada V5T 1X3 (604) 872-0151

### **JOINT COUNCIL 37**

**Affiliated Local Unions:** 57, 58, 81, 162, 206, 223, 281, 305, 324, 670, 962

Number of Awards: Two (2)
Value of Awards: \$2000 each
Eligibility: Dependent of member of
affiliated Local Union
High school senior

Application Deadline: June 1st Contact: Clyde C. Crosby Memorial Scholarship Fund

Teamsters Joint Council No. 37 1020 N.E. Third Avenue Portland, Oregon 97232 ATTN: Jack Alexander, President (503) 231-2600

### **JOINT COUNCIL 39**

**Affiliated Local Unions:** 43, 56, 75, 200, 344, 563, 579, 662, 695, 1081

Number of Awards: Two (2)
Value of Awards: \$1500 each
Eligibility: Dependent of member of
affiliated Local Union
For use only at the University
of Wisconsin — Madison campus

Application Deadline: March 31st Contact: Jim Jesinski Scholarship Fund Wisconsin Teamsters Joint Council No. 39

P.O. Box 2073 Milwaukee, Wisconsin 53201 (414) 771-6363

### **JOINT COUNCIL 73**

Affiliated Local Unions: 11, 35, 97, 102, 125, 134, 153, 177, 194, 408, 418, 462, 469, 478, 522, 531, 560, 575, 617, 641, 680, 701, 723, 843, 861, 863, 866, 867, 877, 892, 945,

966, 999, 1518 Number of Awards: Three (3) Value of Awards: \$6000 each Eligibility: Dependent of member of affiliated Local Union High school senior SAT Scores

**Application Deadline: March 1st** Contact: Josephine Provenzano Scholarship Fund Teamsters Joint Council No. 73

707 Summit Avenue

Union City, New Jersey 07087 (201) 792-2155

# **LOCAL UNION SCHOLARSHIPS**

#### LOCAL 10

Number of Awards: Varies, up to ten (10) per year Value of Awards: Also varies, approximately

\$1500 each Eligibility: Dependent of Local 10 member High school senior

SAT Scores Application Deadline: Not specified

(212) 344-1330

Contact: Teamsters Local Union No. 10 Scholarship 40 Exchange Place New York, New York 10005 ATTN: V. Attardi or J. Fov

#### LOCAL 11

Number of Awards: Ten (10) - 6 for dependents. 4 for members

Value of Awards: 6 @ \$4000

4 @ \$1500

Eligibility: Dependent/Member of Local 11 Participant in Local's Education Fund

Application Deadline: March 15th Contact: Teamsters Local Union No. 11 6-7 Village Square East Clifton, New Jersey 07011 ATTN: Robert J. Feeney (201) 772-1411

#### LOCAL 25

Number of Awards: Six (6) Value of Awards: \$1000 each

Eligibility: Dependent of Local 25 member High School Senior

**CEEB Scores** 

Application Deadline: April 15th

(617) 241-8825

Contact: William J. McCarthy Scholarship Award Teamsters Local Union No. 25 544 Main Street Boston, Massachusetts 02129 ATTN: Gene Todd, Scholarship Chairman LOCAL 55

Number of Awards: Ten (10) Value of Awards: 2 @ \$1000 4@\$500

4@\$250

Eligibility: Dependent of Local 55 member

Application Deadline: July 22nd

Contact: Metropolitan Police Benevolent Association

Teamsters Local Union No. 55 650 Reacon Street

Boston, Massachusetts 02215 (617) 266-5580

#### LOCAL 59

Number of Awards: Ten (10) - 6 for high school seniors, 4 for college students

Value of Awards: \$750

Eligibility: Dependent of Local 59 member

High school senior/ College student **CEEB Scores** 

**Application Deadline: May 20th** 

Contact: Ashley P. Freitas Scholarship Fund

Teamsters Local Union No. 59

62 North Water Street

New Bedford, Massachusetts 02740 ATTN: Umberto Cruz (617) 993-1505

#### LOCAL 71

Number of Awards: Two (2) Value of Awards: \$2000 each Eligibility: Dependent of Local 71 member **Application Deadline:** Not specified Contact: Teamsters Local Union No. 71 P.O. Box 5082

Charlotte, North Carolina 28225 ATTN: Conrad D. Sides

(704) 596-2475

#### LOCAL 95

Number of Awards: Eight (8) Value of Awards: \$500 each

Eligibility: Member/Dependent/ one sponsored by a member of

Local 95

High school senior

**Application Deadline: April 15th** Contact: Teamsters Local Union No. 95

Scholarship Fund 212-D Packets Court Williamsburg, Virginia 23185 ATTN: Gary McQuillen (804) 253-2919

#### LOCAL 107

Number of Awards: Two (2) Value of Awards: \$4000 each

Eligibility: Dependent of Local 107 member PSAT Scores

**Application Deadline: March 31st** 

Contact: Teamsters Local 107 Scholarship Fund 107 Spring Garden Street Philadelphia, Pennsylvania 19123 ATTN: Joe Cimino or Jack Smalley (215) 923-1480

#### LOCAL 115

Number of Awards: Four (4) Value of Awards: \$4000 each

Eligibility: Dependent of Local 115 member working "in Covered Employment" High school senior

Application Deadline: December 31st
Contact: Teamsters Local Union No. 115
2833 Cottman Avenue
Philadelphia, Pennsylvania 19149
ATTN: John P. Morris, Secretary-Treasurer
(215) 335-0100

#### LOCAL 134

Number of Awards: Two (2)
Value of Awards: \$2000 each
Eligibility: Dependent of Local 134 member
High school senior
Application Deadline: April 1st
Contact: Teamsters Local Union No. 134

1256 South Broad Street
Trenton, New Jersey 08610
ATTN: Gary D. Coughlin
(609) 393-1636

#### LOCAL 166

Number of Awards: Four (4)
Value of Awards: \$500 each
Eligibility: Dependent of Local 166 member
High school senior
Application Deadline: April 4th
Contact: Teamsters Local Union No. 166
c/o Pete Espudo, Secretary-Treasurer
252 West Hillcrest
San Bernadino, California 92408

#### LOCAL 170

(714) 884-0151

Eligibility: Dependent of Local 170 member Application Deadline: December 31st

Contact: Alfred Weldon Scholarship Fund Teamsters Truck Drivers Union Local 170 P.O. Box 427 Worcester, Massachusetts 01613-0427 (617) 799-0551 LO

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#### LOCAL 202

Number of Awards: Two (2)
Value of Awards: 1 @ \$750 - 1 @ \$375
Eligibility: Dependent of Local 202 member
High school senior
Application Deadline: February 28th

Contact: Charles Ullrich Scholarship Award Teamsters Local Union No. 202 IBT—NYC Terminal Market, Room 9A Hunts Point, Bronx, New York 10474 ATTN: Ms. Virginia Russo (212) 328-7000

#### LOCAL 210

Number of Awards: Ninety (90)
Value of Awards: Varies from \$100 to \$5000 each
Eligibility: Member/Spouse/Dependent of
Local 210 member

Application Deadline: August 1st
Contact: Teamsters Local Union No. 210
345 West 44th Street
New York, New York 10036
ATTN: Angelo Martin, Secretary-Treasurer
(212) 757-3463

#### **LOCAL 251**

Number of Awards: Three (3)

Value of Awards: \$1500 each
Eligibility: Dependent of Local 251 member
High school senior
Application Deadline: August 1st
Contact: Gerald Blinkhorn/John E. Amaral
Scholarship Award
Teamsters Local Union No. 251
121 Brightridge Avenue
East Providence, Rhode Island 02914
ATTN: Charles T. Burke
(401) 434-0454

#### LOCAL 317

Number of Awards: One (1)
Value of Awards: \$1000
Eligibility: Dependent of Local 317 member
High school senior
Application Deadline: June 30th
Contact: Paul L. Gambacorto Scholarship
Teamsters Local Union No. 317
P.O. Box 37
Syracuse, New York 13208-0037
ATTN: Scholarship Committee
(315) 477-4164

#### **LOCAL 320**

Number of Awards: Five (5)—In two categories Value of Awards: \$500 each

Eligibility: (1) Local 320 members for use at the University of Minnesota (2) Past winner of an IBT or JC

32 scholarship

Application Deadline: July 31st Contact: Teamsters Local Union No. 320 3001 University Avenue, S.E. Minneapolis, Minnesota 55414

ATTN: Jack Mogelson (612) 331-3873

#### **LOCAL 355**

Number of Awards: Two (2) Value of Awards: \$3000 each

Eligibility: Dependent of Local 355 member High school senior

Application Deadline: April 25th

Contact: Teamsters Local Union No. 355 1030 South Dukeland Street Baltimore, Maryland 21223 (301) 566-5700

#### LOCAL 364

Number of Awards: One (1) Value of Awards: \$2000

Eligibility: Dependent of Local 364 member High school senior

Application Deadline: April 15th

Contact: Teamsters Local 364 Norman C. Murrin Scholarship

> P.O. Box 6219 South Bend, Indiana 46660

ATTN: Becky Lynn Marosz, Office Manager (219) 234-6031

#### **LOCAL 376**

Number of Awards: Varies
Value of Awards: Also varies, \$500-\$1000
Eligibility: Member/Child or Grandchild of member of Local 376
Attending an accredited college

Application Deadline: May 1st

Contact: Teamsters Local Union No. 376 Scholarship Fund 2741 Trumbull Avenue Detroit, Michigan 48216 ATTN: Barbara Brish (313) 961-7672

#### LOCAL 384

Number of Awards: Seven (7)
Value of Awards: Varies, \$500-\$4000
Eligibility: Member/Dependent of member
of Local 384

Application Deadline: March 31st Contact: Teamsters Local Union No. 384 2910 Hannah Avenue Norristown, Pennsylvania 19401 ATTN: Gerard F. Moran, Secretary-Treasurer (215) 279-8837

#### **LOCAL 391**

Number of Awards: Two (2)
Value of Awards: \$2000 each
Eligibility: Dependent of Local 391 member
High school senior
Application Deadline: December 31st
Contact: Teamsters Local Union 391
Scholarship Program
P.O. Box 929
Kernersville, North Carolina 27285
ATTN: B.D. Blevins, Secretary-Treasurer
(919) 668-0441

#### LOCAL 404

Application Deadline: June 1st Contact: Teamsters Local Union 404 Annual Scholarship Program 549 Chestnut Street Springfield, Massachusetts 01107 ATTN: Albert F. Tardy, President (413) 781-6326

#### LOCAL 429

Number of Awards: One (1)
Value of Awards: \$4000
Eligibility: Dependent of Local 429 member
High school senior
Application Deadline: December 31st
Contact: Russell Fasig/Local 429 Scholarship Fund
P.O. Box 933
Reading, Pennsylvania 19603
ATTN: Mrs. Diane Lord
(215) 320-5500

#### LOCAL 443

Number of Awards: One (1)
Value of Awards: \$4000
Eligibility: Member/Dependent of Local 443
member
High school senior
Application Deadline: Third Sunday in May
Contact: John Pisano Scholarship Fund

c/o Vincent S. Pisano 200 Wallace Street New Haven, Connecticut 06511 (203) 624-5185

#### **LOCAL 493**

Number of Awards: Four (4) Value of Awards: \$1000 each Eligibility: Member/Dependent of Local 493 member

**Application Deadline: May 1st** 

Contact: Edward W. Rice Scholarship Teamsters Local Union No. 493

PO. Box 485

Uncasville, Connecticut 06382

ATTN: Philip Guarnaccia, Secretary-Treasurer

(203) 848-9201

#### LOCAL 517

Number of Awards: Two (2) Value of Awards: \$1000 each

Eligibility: Dependent of Local 517 member

High school senior **Application Deadline:** June 30th

Contact: Teamsters Local Union No. 517

816 West Oak Street Visalia, California 93291 ATTN: Bonnie Cooper (209) 627-9993

#### LOCAL 523

Number of Awards: Varies

Value of Awards: Also varies, based on need Eligibility: Dependent of Local 523 member

High school senior Financial Aid Form (FAF)

Application Deadline: July 15th

Contact: Teamsters Local Union No. 523

P.O. Box 1836 Tulsa, Oklahoma 74101 ATTN: Coleman Davis (918) 587-3358

#### LOCAL 533

Number of Awards: One (1) Value of Awards: \$400 Eligibility: Dependent of Local 533 member **Application Deadline:** Not specified Contact: Wooster Scholarship Foundation P.O. Box 7653 Reno, Nevada 89510 ATTN: Loretta Curti

#### **LOCAL 559**

Number of Awards: Fifteen (15)

(702) 853-1799

Value of Awards: 1 @ \$1000-4 @ \$500 10 @ \$200

Eligibility: Dependent of Local 559 member

High school senior Application Deadline: July 15th Contact: Teamsters Local Union No. 559 Annual Scholarship 400 Chapel Road South Windsor, Connecticut 06074 (203) 528-9461

#### LOCAL 560

Number of Awards: Three (3) Value of Awards: \$2000 each

Eligibility: Dependent of Local 560 member

**Application Deadline: May 1st** 

Contact: Teamsters Local Union No. 560 707 Summit Avenue Union City, New Jersey 07087 (201) 864-0051

#### LOCAL 577

Number of Awards: Five (5) Value of Awards: \$1000 each

Eligibility: Member/Dependent of Local 577

member

High school senior or graduate

Application Deadline: May 5th

Contact: Teamsters Local Union No. 577 Scholarship

P.O. Box 1609 Amarillo, Texas 79105 ATTN: Jerry McCown (806) 373-4349

#### LOCAL 610

Number of Awards: Five (5) Value of Awards: \$750 each

Eligibility: Dependent of Local 610 member 1st or 2nd year college student **Application Deadline: December 31st** 

Contact: Local 610 Educational Grant 300 South Grand Boulevard St. Louis, Missouri 63103

ATTN: John Metz (314) 533-9050

#### LOCAL 633

Number of Awards: Five (5) Value of Awards: \$500 each Eligibility: Dependent of Local 633 member High school senior **Application Deadline:** June 15th Contact: Teamsters Local Union No. 633

265 Maple Street Manchester, New Hampshire 03103 ATTN: David W. Laughton, Secretary-Treasurer (603) 625-9731

#### LOCAL 651

Number of Awards: Two (2) Value of Awards: \$1000 each Eligibility: Dependent of Local 651 member

High school senior

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Application Deadline: May 30th Contact: Teamsters Local Union No. 651 100 Blue Sky Parkway Lexington, Kentucky 40509 ATTN: Ray Cash, President (606) 269-9311

#### LOCAL 653

Number of Awards: Five (5)

Value of Awards: \$1000 each Eligibility: Member/Dependent/Grandchild of Local 653 member Application Deadline: Varies

Contact: Henry G. Gross Memorial Scholarship Award c/o Teamsters Local Union No. 653
471 Prospect Street, P.O. Box 4140
Brockton, Massachusetts 02403
ATTN: Mr. Gerald F. Gross
(617) 587-0822

#### LOCAL 707

Number of Awards: Two (2)
Value of Awards: \$5000 each
Eligibility: Dependent of Local 707 member
SAT Scores
Application Deadline: May 1st
Contact: Local 707 Scholarship
66-20 Queens Boulevard
Woodside, New York 11377
ATTN: Michael J. Morris
(718) 478-6050

#### LOCAL 741

Number of Awards: One (1)

Value of Awards: \$1000 Eligibility: Dependent of Local 741 member High school senior Application Deadline: May 10th Contact: Verne Milton Scholarship c/o Teamsters Local Union No. 741 552 Denny Way Seattle, Washington 98109 ATTN: J.F. Lavell (206) 728-8498

#### LOCAL 743

Number of Awards: Ten (10)

(312) 829-8350

Value of Awards: \$1000 each
Eligibility: Dependent of Local 743 member
High school senior
Application Deadline: July 1st
Contact: Donald & Evelyn Peters Foundation Awards
c/o Teamsters Local Union No. 743
300 South Ashland Avenue
Chicago, Illinois 60607
ATTN: Donald Peters

#### LOCAL 746

Number of Awards: Five (5)
Value of Awards: \$100 each
Eligibility: Dependent of Local 746 member
Application Deadline: May 14th
Contact: Teamsters Local Union No. 746
1765 Tulare Street
Kingsburg, California 93631
ATTN: Oliver R. Jackson, Secretary-Treasurer
(209) 897-3148

#### **LOCAL 757**

Number of Awards: Two (2)
Value of Awards: \$500 each
Eligibility: Dependent of Local 757 member
High school senior
Application Deadline: May 15th
Contact: Peter F. Clark Scholarship Fund
c/o Teamsters Local Union No. 757
83-15 Grand Avenue
Elmhurst, New York 11373
ATTN: Sandy Russell
(718) 779-0170

#### **LOCAL 769**

Number of Awards: Three (3)
Value of Awards: \$500 each
Eligibility: Dependent of Local 769 member
High school senior
Application Deadline: March 30th
Contact: Teamsters Local Union No. 769
Scholarship Fund
8350 N.W. 7 Avenue
Miami, Florida 33150
ATTN: Daisy Gonzalez
(305) 691-8440

#### LOCAL 781

Number of Awards: Ten (10)
Value of Awards: \$500 each
Eligibility: Dependent of Local 781 member
High school senior
Application Deadline: May 15th
Contact: Local 781 I.B. of T. Scholarship Committee
328 South Marshfield Avenue
Chicago, Illinois 60612
(312) 421-7005

#### LOCAL 804

Number of Awards: Two (2)
Value of Awards: \$2000 each
Eligibility: Dependent of Local 804 member
High school senior
Application Deadline: December 31st

Contact: Ed Dougherty Memorial Fund Scholarship Program Teamsters Local Union No. 804 41-50 22nd Street Long Island City, New York 11101 ATTN: Ron Carey, Director (718) 786-5700

#### **LOCAL 807**

Number of Awards: Two (2)
Value of Awards: \$3000 each
Eligibility: Dependent of Local 807 member
High school senior
Application Deadline: 3rd week in October
Contact: Teamsters Local Union No. 807
32-43 49th Street
Long Island City, New York 11103
ATTN: Helen Bahley
(718) 726-2525

#### LOCAL 810

Number of Awards: Three (3)
Value of Awards: \$3000 each
Eligibility: Dependent of Local 810 member
High school senior
Application Deadline: March 31st
Contact: Milton Silverman Scholarships
10 East 15th Street
New York, New York 10003
ATTN: Eugene Tournour
(212) 691-4100

#### LOCAL 817

Number of Awards: Variable
Value of Awards: \$8000 each
Eligibility: Member/Spouse/Dependent of
Local 817 member
SAT Scores
Application Deadline: Not specified

Contact: Local 817 I.B.T. Scholarship Training Fund 1 Hollow Lane — Suite 309 Lake Success, New York 11042 ATTN: Thomas R. O'Donnell, President (516) 365-3470

#### LOCAL 830

Number of Awards: Eleven (11) — minimum
Value of Awards: \$8000 each
Eligibility: Dependent of Local 830 member
whose Employer makes
contributions to Fund
Application Deadline: February 28th
Contact: Local 830 Scholarship Fund
1228 Townsend Road — Second Floor
Philadelphia, Pennsylvania 19154

(215) 969-1012

#### LOCAL 834

Number of Awards: Three (3)
Value of Awards: \$250 each
Eligibility: Dependent of Local 834 member
Application Deadline: September 30th
Contact: Teamsters Local Union No. 834
#108 2709 12th Avenue
Regina, Saskatchewan
Canada S4T 1J3
ATTN: Andrew Staruiala
(306) 352-4046

#### **LOCAL 995**

Number of Awards: Two (2)
Value of Awards: 1 @ \$1000 — 1 @ \$500
Eligibility: Local 995 member at UNLV
Application Deadline: February 1st
Contact: Teamsters Local Union No. 995
300 Shadow Lane
Las Vegas, Nevada 89106
(702) 385-0995





# **Bootstraps Scholarships**

his is the second year that the International Brotherhood of Teamsters Bootstraps Scholarships have been granted. These \$1,000, one-time awards are designed to help with the significant initial costs of attending college. The 15 students pictured here were also finalists for the larger \$6,000 scholarships. All have outstanding academic records and placed in the top five in their respective area conferences.

CANADIAN CONFERENCE



Stephan Stan Local Union 213



Robert L. Jamieson Local Union 31



David J. Damer Local Union 987

CENTRAL CONFERENCE



John E. Hunt Local Union 120



Lynette A. Kalsnes Local Union 289



Elizabeth J. McMichael Local Union 100

EASTERN CONFERENCE



Edward M. Gardner Local Union 10



Aron C. Pomerleau Local Union 506



Marybeth Sodini Local Union 250

SOUTHERN CONFERENCE



Kristin E. Coil Local Union 886



Robert J. Gonzalez Local Union 388



Brian S. Waggoner Local Union 480

WESTERN CONFERENCE



Dixie A. Cochran Local Union 81



Rebecca L. Henderson Local Union 313



Linda Y. Murakami Local Union 630

## LEADERSHIP ACADEMY: LEARNING BY DOING!







he fourth session of the IBT Leadership Academy convened in Washington, D.C. the week of June 23, 1986.

The 28 participants in the program, first to meet since the 1986 Teamsters' convention, took part in a week-long educational program that is constantly being fine-tuned and revamped to accommodate Teamster officers' needs.

In addition to learning about headquarters operations, the advantages of the TITAN system, out-of-work benefits, pensions, new organizing techniques and the intricacies of the legal system, as it pertains to local union officers, this class tried another novel approach to learning.

In four separate breakout sessions, participants were divided into groups of eight or nine and spent intensive sessions studying four areas of special concentration.

The work groups were entitled, "Mock Anti-Union Editorials," "Attitude Surveys," "Sample Program for New Members" and "Organizing the Organized: Shop Motivation."

In each session, participants were asked to reach inside themselves and to analyze what they thought about these key problems and how to solve them, jointly formulating solutions to each situation posed.

Those working with the antiunion editorial, for example, were given an actual anti-union editorial and asked to analyze its main points. Participants were taught to pick out the key issues in the editorial, outline their responses and formulate a reasoned countering position paper.

They were shown how to explore both the resources available in their home communities and those from the International to acquire facts to use in countering any misstatements or false allegations.

"We teach them to think critically, to see the issues and, more importantly, offer them a way to respond!" says Art Kane, director of the IBT Education Department.

"We encourage them to go to television and radio stations, the newspapers or put out a newsletter; we urge them to use whatever facilities are available at the local union or the joint council. We have to start answering these challenges," he asserts. "It's not enough to complain that we are not getting a fair shot; we must formulate new ideas. The brains and talents exist; I want them developed in this union by our people for our people."

The "Program for New Members" concentrated on providing pointers on how to give new union members an awareness of what the union is about and what it does. "When new people come in, they do not even know their local union number or its location," Kane says. "They may not know anything about the Teamsters or trade

unionism at all."

It's Kane's belief that we must educate our local union officers, so they can set up effective programs to reach the members. Officers need to start newsletters and other activities to get the entire membership involved. They must show that they share the interests of the members. "Many of our young members are interested in educational programs; we need to show them their union is concerned about their interests inside and outside the plant gates. Bargaining for such programs as educational reimbursement, tuition assistance or lobbying for housing subsidy programs are ways of doing that," he points out.

In the session on "Organizing the Organized," these Teamsters were encouraged to analyze shop motivation, in terms of the question, "How do we get our members interested in organizing and being strong union members?" Studying mock situations posed, this group explored ways to increase strong union sentiment in a day and age where, without active involvement, members can grow apathetic, discouraged or disinterested.

Those studying the question of company attitude surveys were similarly challenged. Shown the types of questions employers were asking of their workers in such surveys, participants were encouraged to analyze the company's motives—to

look for such things as whether the company has an anti-union attitude. Worksheets the class filled out asked for their input

and opinions.

At the end of these sessions, the consensus of each group was then reported back to the entire class of participants, who then offered their own ideas. At the conclusion of each session, this exchange of ideas becomes a written report which all attendees receive and can refer back to for ideas.

'We work as facilitators," Art notes of the Education staff. "We live with them for a week. While some classes, such as those on out-of-work benefits, the legal system, pensions and organizing, have to be mostly lecture sessions, people generally learn more readily if they're actively involved in the process.

"At the classes, we are motivating our local union officers," he pointed out. "They come up with excellent suggestions. Such initiative shouldn't be wasted; it needs to be poured into building the best possible union for all our membership."

Kane notes that Assistant Director Sally Payne is adding to the diverse, multi-faceted educational approach with her excellent program on industrial

psychology.

Utilizing the Myers-Briggs personality inventory and other tools, she is able to help participants identify their personality strengths and weaknesses and utilize their strong points to better represent and serve the membership.

"Our curriculum is constantly changing," says Education Director Art Kane. "We're experimenting each session. These people are out there in the field and we feel strongly that each session must actively encourage their involvement to get the best results.

"I am determined that these sessions bring out each participant's abilities," he says. "The prospects for the viability of this union are exciting when

you see the abilities of our officers. We want the union to be viable. The business agent or steward is the one who is closest to the people. They are knowledgeable and articulate. I want the Leadership Academy to be a vehicle for bringing their abilities out."

"All we can do is create an environment in which we challenge them," he adds. "Nobody has the final answers, even us. We live in a world in change.

With their involvement in the procedure, using case studies and a hands-on approach, we can teach them how to outline talks in order to speak to their peers and effectively communicate the union's goals and ideas in their home communications. They are learning by doing and acting, not by listening," Kane points out.

The IBT Education Department is constantly developing new materials for officers and stewards and tailoring courses to the special needs of specific groups, such as our Canadian

brothers and sisters.

Kane says the Education Department hopes to continue expanding on the Leadership Academy program and would

like someday to initiate a quarterly newsletter, create a class alumni association and expand the class areas of study into a broadly diverse range of sub-

Down the road, Kane adds, he would like to see special programs for locals that are in the public sector and other specialized areas. "We also want attendees to be sensitive to the role of women and minorities in the work force as well; these are groups we're going to be or-

ganizing," he notes.

The department is continuing also with its effective stewards' courses and field workshops for local union officers and business agents. In these sessions, the department assists participants in learning the basic skills of collective bargaining and arbitration.

Preparing and presenting mock cases before a grievance panel is just one way stewards learn to effectively accomplish this task, in the process testing each participant's judgment. "All we are doing is challenging them to think. Our schools are vehicles to strengthen the skill levels required in the kind of age we live in," Kane says.

# District Company and

articipants in the fourth session of the Teamster 23-27, included:

 Ioanne Liberman, Central Conference of Teamsters, Chi-

cago, IL;

Robert E. Perrine, Teamsters Local 104, Phoenix, AZ;

 Warren W. Ullrich, Local 202, Bronx, NY;

Joseph Aloisio, Local 247, Detroit, MI:

Manuel Yanez, Roosevelt Allen, Wayne Thompson and Bill Arnold, Local 396, Los Angeles, CA;

 Bernie C. MacDonald and Byron F. O'Neill, Local 464, Vancouver, B.C., Canada;

 Ralph Chavez, Local 492, Albuquerque, NM;

- John Cika, Terry Freeman, Bill Jurevicius, John Letner, Labor Academy, held June Marty Mravec, Doug Schuetz, Gerry Yontek and Rudy Nativio, Local 507, Cleveland, OH;
  - Tom McKee, Local 537, Den-
  - Jerry Younger and Steve Schoening, Local 554, Omaha,
  - Philip D. Cinelli, Local 584, New York, NY;
  - W. Lamar Mathis, Local 728, Atlanta, GA;
  - John McGinn and Raymond Korda, Local 744, Chicago, IL;
  - Joe Lesmaster and Tom Merritt, Local 767, Arlington, TX, and
  - John C. Dulczak, Local 837, Philadelphia, PA.

# J.C. 64 Teamsters Utilize Their Political Muscle

Buoyed by strong convention resolutions of support for the continuation of the IBT DRIVE program, the IBT DRIVE team of representatives has spread out North, South, East and West to encourage support of this key IBT program among all Teamster affiliates.

The Teamster team moved into Joint Council 64 territory up in New Haven, Connecticut, in June and July, where DRIVE representatives assisted with two week-long signups for the weekly DRIVE checkoff program. Going from terminal to terminal, DRIVE Representative

Bill Wright assisted officers of Joint Council 64 affiliates (Locals 145, 191, 443, 493, 536, 559, 671, 677, 798, 1035 and 1150) with their ongoing registration campaigns.

Prior to the start of the weeklong blitzes (the weeks of June 13 and July 13), Wright and IBT Legislative Representative Tim Scully met in a day-long seminar with Joint Council 64 Executive Board members to discuss at length current legislative measures before the Congress in Washington, D.C.

After an intensive briefing, these local union officers were well-prepared for a landmark session that began at 11 a.m. and continued throughout a long day.

Joint Council 64 officers, in preparation for the 1986 elections, had invited all six U.S. Representatives whose job it is to protect the interests of Teamsters in the Connecticut area to appear and give their views on pending legislation. Each was asked to summarize his or her

prior voting record and explain why he/she would like continued Teamster support. After submitting to questions-and-answers from these Teamster policymakers, each also had the opportunity to hear Teamster views on what Connecticut leaders consider the important issues facing their members today.

The highlight of the day came when these politically active Teamster affiliates, led by Joint Council 64 President Anthony Rossetti and Secretary-Treasurer Vincent Pisano, concluded the presentations by presenting each incumbent, all of whom Executive Board members conceded had done a good job for their Teamster members, with maximum contribution checks to their reelection campaigns.

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Needless to say, the legislators were shocked and delighted to receive the generous donations. Teamsters were happy also that their enthusiastic support of DRIVE is enabling Connecticut Teamsters to get









strong, positive responses and support from their legislators in Congress.

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During the June swing through this strong DRIVE country, Wright visited TNT Pilot, where he says Local 443 steward and 35-year Teamster Frank "Babe" Maselli was a real sparkplug in getting new members signed for the program.

At Star Distributing Co., Business Agent Felix Del Guidice aided in efforts to get Stroh drivers signed, while at Johnny Barton Distributing Company Business Agent/Recording Secretary Anthony Buonpone helped enlist drivers for the cause. At STALMAC Food Warehouse, workers listened to a strong appeal from their steward, Harry Supowitz, and joined DRIVE. Wright added that many other outstanding Teamster stewards also have been active in the DRIVE membership program and should be credited for their yeoman efforts as well. It takes all of us working together to mobilize a strong defense!



# 'Full Steam Ahead' Is the Mandate For the **IBT DRIVE Team**

BT DRIVE Director Wallace Clements, like a general mobilizing his army for a particularly rough campaign, has been directing his DRIVE troops to all points of the country in recent weeks, striving for maximum impact especially in strongly political areas.

His field representatives are charged with the important task of getting new DRIVE memberships and, just as importantly, encouraging all Teamsters to register to vote, so they can cast ballots for labor's candidates in the primaries this summer and the all-important elections this November.

The mandate from IBT convention delegates last May was "full steam ahead," and Clements has every intention of delivering for them and IBT officers, who have termed DRIVE's political action efforts the "single most important priority for this union in the '80s and '90s."

During their first post-convention blitzkrieg, the Teamster team visited IBT Locals 171 in Roanoke, VA, 251 in East Providence, RI, 957 in Dayton, OH, 150 in Sacramento, CA, 767 in Arlington, TX and 795 in Wichita, KS.

Hundreds of new members were signed up in just a few days, thanks to interest among the membership and dedication on the DRIVE team's part.

At Local 171, members from Consolidated Freightways, Yellow Freight, Roadway and Preston Trucking Company, among other firms, heard and heeded the call, signing onto the weekly DRIVE checkoff pro-

At Local 251, a monthly membership meeting and a round of visits to local terminal docks and warehouses brought in a number of new DRIVE member-

ships.

At Dayton Local 957, it was hats off for DRIVE, after a membership meeting resulted in a large number of new sign-ups for the program. All those yellow caps in evidence represent new weekly checkoff DRIVE members! DRIVE Representative Joe Allgood must have been effective in making his presentation to have attracted so many new participants to the cause.

Out Sacramento way, Local 150 members also found the call to get involved and the lure of a free cap in return for a signed voluntary checkoff card for DRIVE too good an offer to refuse. On the dock, in the warehouse or in the company lunchroom, no Teamster could escape the watchful eyes of DRIVE staffers as they sought out every member to make a personal pitch for this political action effort.

At Local 767 in Arlington, Texas, DRIVE Field Representatives Mike Mathis and Randy Logan tackled a tough job; they worked a DRIVE solicitation drive at the UPS Air Hub in that city. Going from landing strip apron to warehouse, lunchroom to plane to conveyor belt, they sought to win the support of the Teamsters who keep this Texas UPS hub humming. Texas Teamsters know how important political action efforts can be to their jobs; they signed in record numbers.

Wichita, Kansas Teamster Local 795 President C. W. "Bud"











#### DRIVE

Smith, aided by two of his Local 795 business agents, also has been vigorously promoting support for DRIVE among his membership.

Smith recently presented DRIVE Director Clements with a whole stack of signed DRIVE checkoffs for the weekly program, each representing a Teamster who thinks \$1.00 a week isn't too much to spend in the effort to get those who care about labor's concerns into the halls of Congress and representing our interests.

Apparently a lot of other Teamster officers visited the DRIVE booth in the Convention Center Exhibit Hall while they were there as delegates, because the requests for assistance with DRIVE sign-ups, Clements reports, has been tremendously enthusiastic in recent weeks. Many of them are anxious today to spread the word among their members, with the aid of the DRIVE team. The DRIVE Department, of course, is always happy to lend a hand!

















# 'Jerry's Kids' Benefit from J.P.'s Concern

abor Day, and the annual Muscular Dystrophy Association telethon for "Jerry's Kids," is fast approching, and as it does, Teamsters can take pride in knowing that we're helping find cures that will put neuromuscular diseases on the run.

At the recent Teamsters
Union convention, Fire Fighters
Union President Frank Gannon,
also an MDA Vice President,
thanked Teamsters General
President Jackie Presser for the
union's generous support of
MDA efforts over the years,
speaking on behalf of MDA National Chairman Jerry Lewis.

A few months ago, in a singular expression of concern, the Teamsters' Presser allowed his fellow Clevelanders to pay tribute to him as a way of helping MDA. The result of that event, held at Stouffer Inn On the Square in Cleveland on April 6, was a whopping \$225,000 donation to this charitable organization. Presser also is a national vice president of MDA.

It seemed somehow appropriate that this first hometown tribute to the Teamster leader should come on behalf of a charity like MDA. As Jackie has noted privately, "the Teamsters

Union is one of the nation's largest charitable contributors, yet this is an area of our civic involvement about which the nation's citizens know the least." Such high profile events as this drive home the message that the Teamsters do care about their communities and are anxious to get involved.

The ballroom was filled to capacity with Presser's friends and colleagues. Joining him on the dais were 36 representatives of labor, government, civic and religious organizations, who came from all over the country to join in the celebration.

Honorary Dinner Chairman for the tribute was entertainer Jerry Lewis, who spoke about the vital research being conducted by MDA to help thousands of disabled children and adults. Lewis publicly commended Presser for his dedication to the MDA cause and thanked him for allowing an event in his honor to benefit "Jerry's Kids."

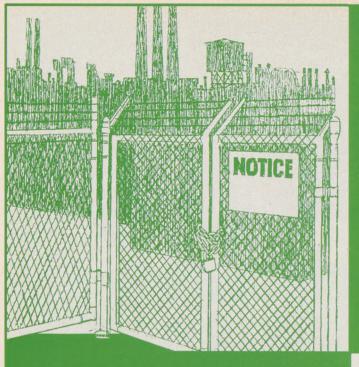
Co-chairmen for the event were IBT General Secretary Treasurer Weldon L. Mathis, Central States Pension Fund Executive Director George W. Lehr, and Greater Cleveland Growth Association President William H. Bryant.

The entire Teamsters General Executive Board served as honorary co-chairmen for the event, while Candidan Conference of Teamsters Director and IBT Vice President Edward Lawson served as toastmaster for the evening.

A flurry of letters brought plaudits for the Teamster leader from civic and governmental dignitaries, including Vice President George Bush, Secretary of Labor William E. Brock, Ohio Governor Richard Celeste, Congressmen Edward F. Feighan, Bob McEwen, Louis Stokes and Dennis E. Eckart and Congresswoman Mary Rose Oakar, among others.

All praised efforts that as Congressman Feighan said, help a "candle of hope burn brighter in the hearts and minds of those unable to help themselves."

Teamsters will add their own contributions to the proceeds from this tribute on telethon weekend, August 30 and September 1, as they always do. Teamsters care, and it shows through every day of the year for dozens of good causes just like this one!



STRIKES,
CONFRONTATIONS
AND CLOSINGS
OR REASONED
SEARCHES FOR
ALTERNATIVES?

TEAMSTERS
PONDER
SOLUTIONS
IN
EDUCATION
CLASSES



n a day and age when communication is vital, how can labor and management resolve their differences calmly and with understanding? That was the question IBT educators asked recently.

The result was another innovative direction in which the Teamsters Union is moving today—the IBT Education Depart-

ment's expansion into the area of cooperative labor-management joint training programs.

The IBT currently has initiatives in this area under way with two companies—at General Foods and among the signatories to the National Automobile Transporters Agreement. At the request of the employers and bouyed by these successes,

staffers also are exploring the prospect of developing such a program for companies affiliated with Trucking Management Inc., a signatory to the National Master Freight Agreement.

The General Foods program has been operational for several years now and began with a pilot project at this conglomerate's Avon, New York facility. Since its start-up, the program has involved considerable consulting with other General Foods operations, as this firm attempts to utilize the skills being developed at Avon for their operation nationwide. So far, reports from both labor and management are overwhelmingly enthusiastic and positive.

#### **Auto Transporters Pioneer**

The carhaul industry program, begun in early April, 1986, with management officials of Nu-Car Carriers, Inc., appears to be shaping up as one of the major success stories for today's Teamsters.

Since that initial three-day program, Teamster educational staffers have conducted a one-day seminar in Atlanta, attended by a number of East Coast carhauling companies, have explained the concept to a number of companies around the country, and have in the planning stages a prospective September 14-16 session with E&L Transport.

# Affiliates, Employers See the Need

Assistant Director of Education Sally Payne says she is amazed at how enthusiastically the concept has been received. It is catching on "strictly through word of mouth," Payne says. "Many companies have contacted us to do programs. Some of them were formerly employing expensive consultants to conduct such programs; now they are interested in working with us.

"Based on the success with carhaul, some freight companies are now expressing an interest in trying to work up a program on the grievance handling/arbitration/bargaining processes," she notes.

Payne says the new IBT course relies extensively on developing strong communication and interaction skills, as well

as looking at each participant's individualities and similarities. The course incorporates a lot of psychology and looks closely at the interaction between union and management.

"The focus is on change," Sally says. "The traditional stance is changing from an adversarial position to one of working together to solve common problems. We are trying to get people to realize we are interdependent on each other and must work together to achieve our goals.

#### We Don't Abandon Duty

"By no means will such approaches replace traditional labor/management roles, as opposing representatives, with two viewpoints," she adds, "but we have to ask ourselves how we can recognize our differences and work together to solve both sets of problems."

#### **Grass Roots the Goal**

While the first courses have concentrated on interaction between union and company at the top levels of management, dealing with terminal managers and local union officers, the Education staffers say they would like to begin seeing such exchanges take place at the shop level among dispatchers,

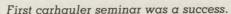
drivers and first-line supervisors, and that the programs are structured to accomplish that.

During the first three-day session, Payne points out, participants developed their own "action plans," volunteering ways in which they could incorporate what they'd learned at the local level.

Several of those involved suggested conducting sessions at the local level to achieve better awareness and understanding, a concept the union enthusiastically endorses.

Payne notes that the Teamsters' staff already has offered its services to go in and help set up such sessions, should local union people desire that. "Ultimately, the success of this or any program goes back to the local area," she notes. "If the local union people think that joint training may help in some of their organized companies, we now have a process in place that can assist them in accomplishing that objective."

Increasingly today, companies are saying they want more "participatory management," a concept unions have been encouraging since the middle of the 19th century through collective bargaining, Payne points out. "We are cooperating in such efforts where the company demonstrates its sincerity be-





#### COMBATING UNION-BUSTERS

cause we believe it should be done and that this can benefit our people." However, the union must institutionalize its role in the process.

While conceding that the bottom line for employers, of course, is financial, since such efforts can result in more productive companies, Payne says workers stand to benefit, too.

Rather than working with an outside consultant hired by management, the Teamsters can become the "expert" in

"participatory management."

Tust look at the unorganized companies today," she urges. "Most of them have expensive consultants devising programs for them on how to keep their people happy and keep their plants union-free. We believe that by producing and administering effective programs for union and management people, we can show our employers that they can achieve the result they want—a profitable bottom line—by investing in the people they already have working for them, good union members all."

This voluntary program

strives to bridge the differences between union and management by emphasizing teamwork.

#### A LEARNING PROCESS

For one, two or three days, class participants spend their time exploring their differences and similarities. There are no lectures, no "how-to-do-it" ses-

Through a dynamic process, they teach themselves. Education's staffers give them problems and concepts; they then develop action plans to accomplish their goals.

# **Project '91 Attracts**

roject '91, the Teamsters' innovative International five-year history project, is attracting some top names to its ranks, as scholars in the U.S. and Canada volunteer their assistance.

One of the newest members of the IBT Academic Advisory Committee is the University of Maryland's Dr. Stuart B. Kauf-

Dr. Kaufman has spent much of the past 10 years compiling the Samuel Gompers papers, and recently published the first new organization. book of a planned 12-volume series on this historic labor fig-

Entitled, "The Making of a Union Leader, 1850-86," the book, published by the University of Illinois Press, brings the roots of the American labor movement to students, teachers and the serious public, telling the story of labor through the principals' own words.

Volume 1 takes Gompers from his birth to the founding of the AFL when, at the age of 36, he



was elected president of the

It begins the story of this immigrant cigarmaker who becomes the first genuinely national leader of the modern labor movement at a time when there was no national press, no TV or radio, when building a national movement meant sleeping on the night train, speaking two to two-and-a-half hours a night without a public address system in city after city, helping to mediate and ar- America, to make this project bitrate, settle jurisdictional disputes and give advice, and in

the course of it, establishing a network of tried and true trade unionists in every town who became the second- and third-tier leaders of the movement, the convention delegates, officers and organizers, the shapers.

In compiling this mammoth project, Dr. Kaufman had access to the papers of Daniel Tobin, one of the early presidents of the Teamsters Union. In fact. one of the first historic uses of the Tobin papers came through Kaufman's examination of his relationship with Gompers during the formative stages of the American Federation of Labor.

Dr. Kaufman is expected to bring much welcomed insights about the Teamsters' relationship to the rest of the labor movement in the early days of our union based on the research he's already done.

The Teamsters hope to attract similar scholars across North the best, most comprehensive study of labor ever completed.

In one of the most dynamic class exercises, Payne says, union people sit in the center of a circle surrounded by management personnel and discuss major problems in the industry, as they see them.

Management, sitting on the outside, must listen without commenting. Then the process

is reversed.

"Often," says Payne, "it's the first time either side has really ever listened to the other side. In negotiations and grievance handling, both sides are so busy coming up with their next strategy, they do not hear what the other side is saying. Here, we give them an opportunity to exchange viewpoints and problems.

Hearing a business agent talk about the difficulties involved in servicing his members gives a terminal manager a new awareness of the employees' needs," she adds. "Likewise, hearing about the problems a manager faces with damaged freight, lost contracts by a company which has had one too many shipments damaged, and the like gives the union representative new insights into the industry's problems."

It's a valuable experience, Teamster educators believe. Showing each side how they differ and what their individual problems are leads to greater understanding. As they go through the experience, participants chart their concerns and problem-solve, deciding how to resolve the issues they identify.

Those who've gone through the course say that working relationships do improve tremendously after participants return. Labor and management begin talking, and that's a good first

step.

This is just one more of the innovative directions in which the Teamsters Union is moving. Education can equip us with the skills we need to meet tomorrow's challenges. Teamsters know that and are moving ahead on all fronts.

### SIDELIGHT ON **OUR HISTORY**

.S. citizens often must wonder how the Teamsters Union could possibly have achieved its unparalleled record of achievements throughout its 83 years of existence.

Some might not understand how a small organization, formed at the turn of the century, could survive countless struggles for its very survival and grow into the free world's largest, most successful trade union.

Reasons for the IBT's destiny for greatness can be retrieved from the past—by taking a look at some of the character traits of the nation's teamsters before they had even joined forces under a union banner.

Although the modern Teamsters Union includes almost every imaginable trade and craft among its diverse membership, the workers who set the stage for what was to become the modern IBT were team driversteamsters—whose principles cast the mold from which the character of the modern-day Teamster is created.

The early teamsters of the state of Missouri provide an excellent example of our founding fathers. There was even an act of Congress in 1850, honoring these Missouri teamsters' enlightened patriotism and statesmanship.

The specific act of Congress honored these teamsters for their heroic efforts during the U.S. war with Mexico in 1846. During that conflict, proud teamsters drove wagons from Missouri to the war front in what is now New Mexico.

They suffered great hardships and braved severe exposure to the elments to supply the U.S. Army with provisions, arms, ammunition and means of transportation. Many of our valiant forefathers perished from

THE LEGISLATURE OF MISSOURI cold, fatigue and war wounds.

Because of their courageous support of the war effort, the U.S. Congress granted each of the surviving teamsters 160 acres of land. The Congressional Memorial by the Legislature of Missouri, in petitioning for this favor, commended the teamsters in excerpts that became a part of the specific act

of Congress.

"In consideration of the perils, hardships and exposure encountered, and the meritorious services rendered by these bold and hard men," the 1850 legislation read, "we respectfully request that provision be made by law, that each teamster who was engaged in that service during the Mexican war, and who thus served as much as one campaign, may be entitled to receive one hundred and sixty acres of land; and that the widow or children of those who perished in that service may also have the benefit of the law to be passed for that purpose. By granting a tract of land to each of said laborious teamsters, the Congress of the United States will perform an act of just liberality, such as ought to characterize the conduct of enlightened and patriotic statesmen.'

Congress did agree to enact such legislation, adding another vignette to a proud Teamster past that helped carve out the bold and bright present we enjoy today.

# **An Appeal for Safe Brakes**

ppearing before a gathering of approximately 300 representatives from the heavy trucking manufacturers, government and the trucking industry in Annapolis, Maryland, IBT Director of Safety and Health R.V. Durham expressed deep disappointment over government and industry failure to make meaningful improvements in truck braking systems over the past 15 years.

Durham was a featured speaker at the conference, "Truck Safety: Agenda for the Future," organized by the National Highway Traffic Safety Administration and the Society of Automotive Engineers.

Calling fatalities from truck accidents due to brake failures a "needless loss of life," the IBT official stressed that braking problems with heavy equipment are not new, nor is their solution a mystery.

Durham suggested that the anti-lock braking system technology, which has been avail-

able for years and is used widely in Europe, would solve many of the brake compatibility problems.

He called on the government to set regulations on improved braking systems, focusing on the equipment, not the driver.

In closing, Durham reflected back to a similar discussion among interested parties in the mid-70s regarding braking problems and anti-lock brakes. At that time, a commitment was made by the industry to fleet test anti-lock brakes.

Durham expressed disappointment that the promise to test anti-lock systems had been broken, no significant improvements in braking systems had been made, and nothing more than research, goals and guidelines had been discussed for the past 10 to 12 years.

Durham concluded, "I sincerely hope that in 1996, if and when we meet again, we are not still talking about research, goals and guidelines."

### IBT SHIELD SAFETY AND HEALTH IS EVERYONE'S LEGITIMATE DEMAND

# Seat Belts and the 'Forgiving' Cab

n the truck occupant protection issue, Teamsters Safety and Health Director R.V. Durham told participants at the recent SAE/NHTSA Conference, "Truck Safety: Agenda for the Future," that seat belt restraint systems should be promoted. He warned, however, that this "must not be a substitute for mandated improvements in cab integrity and crashworthiness."

Durham's comments came during a discussion session on how best to protect the occupants of heavy trucks once a crash has occurred.

While Durham expressed general agreement with particular recommendations that the National Highway Traffic Safety Administration has made in terms of designing better seat belts and promoting their use and making steering wheels and other interior surfaces more "forgiving" upon impact by the driver, he stressed that the real solution is in improving cab strength. Stronger cabs, he noted, would better protect drivers in the event of a crash.

Citing the Swedish standard, which results in a doubling of cab strength, Durham asked participants two poignant questions: First, "If this cab strength is correct (feasible), why are we not doing it?" Secondly, "How many of our cabs being built today in the United States could pass the Swedish test?"

# **Driver Register Access**

he National Highway
Traffic Safety Administration (NHTSA), after reconsidering the issue, has decided
to allow states conducting licensing procedures to request a
complete driver history from the
National Driver Register (NDR).

NHTSA has made it clear, however, that employers, among others, cannot request a complete driver history from the NDR.

The NDR was established by Congress in 1982 to serve as a computerized national data bank for drivers' license information.

When NHTSA issued rules in 1985 to make the transition to the new NDR, the agency decided against allowing states access to complete driver histories, called driver license abstracts. After numerous complaints from the trucking industry, insurance industry and the National Transportation Safety Board, NHTSA has decided to restore this capability.

The IBT Safety and Health Department had opposed the availability of the complete drivers' license history, arguing that such a move goes beyond the intent of the NDR Act of 1982 and compromises an individual's right to privacy on licensing matters.

In its recent decision, NHTSA makes it clear that while states can access the complete driver history, they cannot do so on behalf of any other party (such as on behalf of an employer).

# **OSHA** Seeks to Reduce Back Injuries

ack injuries on the job are one of the leading causes of work-related disabilities. They are not only very painful injuries, but often result in substantial loss of work time and sometimes cause permanent disability. More than one-fifth of all compensable cases under Worker's Compensation laws, we are told, involve injuries to the back.

Currently, the Occupational Safety and Health Administration (OSHA) has no standard on back injury prevention. Instead, OSHA has adopted a pilot program aimed at reducing back injuries.

The pilot program will involve OSHA inspections in two regions, Region III (Delaware,

Washington, D.C., Pennsylvania and West Virginia) and Region VIII (Colorado, Montana, North Dakota and South Dakota).

Inspectors will check for reports of back injuries when they review an employer's records during an inspection. If they find excessive numbers of back injuries, OSHA will give information and assistance in terms of training and job redesign.

Hazards contributing to back injuries can be cited under the general duty" clause of the Occupational Safety and Health Act of 1970. OSHA inspectors investigating back injury rates may cite the employer if they feel a violation exists.



# **OSHA Rules Are Slow Taking Effect**

he Occupational Safety and Health Administration has plans to finalize 10 new rules by the end of 1986, according to the regulatory agenda recently published by the agency.

The rules slated for completion this year include a regulation on cancer-causing asbestos and a modification of the Federal Hazard Communication Standard. Both rules are top priorities of the IBT Safety and Health Department.

This Teamsters' department recently went on record at OSHA on both issues, calling for a significant reduction in the level of asbestos that is per- nication Standard currently mitted in workroom air by OSHA and asking OSHA to expand the scope of the Federal Hazard Communication Standard to cover workers in the construction, transportation and service industries.



The Federal Hazard Commugives manufacturing employees information and training on health hazards in their workplaces. (At press time, OSHA had, unsurprisingly, already failed to meet five deadlines on its agenda.)

| L | rid mireor  |                    |
|---|---|--------------------|
|   | OSHA Standard   | Date of Final Rule |
|   | Electrical Stand-<br>ards                               | March, 1986        |
|   | Accident Prevention Tags                                | April, 1986        |
|   | Asbestos  | May, 1986          |
|   | Hazard Communi-<br>cation                               | May, 1986          |
|   | Access to Employee Exposure and Medical Records         | May, 1986          |
|   | Presence Sensing Devices, Me- chanical Power Presses    | July, 1986         |
|   | Grain Handling<br>Facilities                            | August, 1986       |
| 5 | Underground Con-<br>struction (Tun-<br>nels and Shafts) | November, 1986     |
|   | Crane or Derrick<br>Suspended Plat-<br>forms            | December, 1986     |
| 1 | Ethylene Dibromide                                      | December, 1986     |

# Anheuser-Busch Teamster

he Statue of Liberty was near completion in New York Harbor, the capture of Apache Chief Geronimo ended Indian warfare in the Southwest and a small group of St. Louis brewery workers voted to form a national union.

The year was 1886. Henry Ford was still tinkering with what would be called 10 years later a "Quadricycle" or "horseless carriage," and tension between employers and workers was rising all across the coun-

try.

On March 28, 1886, a St. Louis group—employed by more than two dozen breweries dotting the St. Louis landscape, including what was then the Anheuser-Busch Brewing Association—agreed with workers from five other American cities to form the Brewery Workers National Union.

The St. Louis workers—most of them German-speaking brewers and maltsters—were officially recognized by the Knights of Labor on October 5, 1886, marking the beginning of the union's 100-year-long association with what is now Anheuser-Busch, Inc., one of the largest Teamster brewing industry employers in the country.

In those early days, St. Louis—a bustling river city was the home of dozens of breweries. Among them were 17 breweries operated by a company referred to as "the English Syndicate;" the Independent Brewing Co., which operated seven breweries; the William J. Lemp Brewing Co.; Louis Obert & Co., also known as the Arsenal Brewery; and a 26-year-old brewery operated by Eberhard Anheuser and his son-in-law, Adolphus Busch, then called the Anheuser-Busch Brewing Association.

"Our local was a charter member of the union," said Henry Tobias, historian of St. Louis Teamsters Local 6 and a union officer for some 37 years. "According to our records, brewery workers from New York City, Newark, New Jersey, Detroit, Philadelphia and Baltimore met in Baltimore and agreed to form the first brewers union.

"Unfortunately, the guys from St. Louis couldn't make it to the meeting, but gave their proxy votes to the New York delegates," he added. "And, because we weren't there, we were the last group to get a numbered local."

Thus, the St. Louis group acquired the number it would keep for the next 100 years and more.

"At the time, our local membership was 90 percent German, three percent Swiss, and only seven percent American," Tobias said, adding that most of the local's early records were hand-written in German.

He explained that the leadership of the St. Louis local had an "unwritten rule" requiring its members to become U.S. citizens. "They believed that, 'You work in America for an American company, and therefore, you will become Americans," he said. "The local even helped you attain your citizenship, if you needed assistance."

The local and its young national union went through a variety of affiliations over the years. First, it was affiliated with the Knights of Labor, and, in 1887, also became affiliated with the fledgling American Federation of Labor (AFL). Later still, the union affiliated with another growing labor federation, known as the Congress of Industrial Organizations (CIO). (The AFL later merged with the CIO.) Then, in 1952, the national brewery workers joined the International Brotherhood of Teamsters.

"Even though Bob Lewis (Local 6 secretary-treasurer from 1949-77) brought us into the



A toast to 100 years of labor-management association at St. Louis' Anheuser-Busch brewery is toasted here by, from left: Stuart Meyer, vice president for corporate human resources, A-B; Charles Klare, director, Teamsters' Brewery and Soft Drink Workers Conference; August Busch III, chairman and president, Anheuser-Busch Companies, Inc.; Nicholas Torrillo, secretary-treasurer of Teamsters Local 6, St. Louis, and Dennis P. Long, president of Anheuser-Busch, Inc.

# ercelebrate a Proud, Historic Past

Teamsters Union, he showed us the way and we've always maintained our independence," said Nicholas J. Torrillo, who has been secretary-treasurer of Local 6 since 1978. "We have usually been on our own locally over the past 100 years and we haven't changed much in all that time.

"But the industry has changed drastically," Torrillo pointed out during a pause in a recent hundredth birthday celebration. "In 1888," Torrillo recalled, "there were 13 big breweries in St. Louis. But, by 1903, only 10 were still in operation. By the time Prohibition was declared in 1919, St. Louis had only nine breweries."

One of those nine breweries was the Anheuser-Busch Brewing Association, which, in 1919, changed its name to Anheuser-Busch, Inc.

August A. Busch, Sr., who took charge of the company in 1913 upon the death of his father, Adolphus, kept the company afloat during Prohibition, maintaining the hundreds of jobs of his employees, many of whom lived in and around the brewery on the city's South Side.

He did so by focusing the company's energies and expertise in new directions: production of corn products, baker's yeast, ice cream, soft drinks, commercial refrigeration units and truck bodies.

Anheuser-Busch also introduced a non-alcoholic, malt-derived beverage named "Bevo" and other carbonated drinks—all of which were eventually discontinued. All the while, Local 6 continued to operate along with the company, which is now the world's largest brewer and one of the most successful companies in the world.

"It's interesting," said Tobias.

"Our records show the name of the national union as being the United Brewery Workers Union, the National Union of Brewery Workmen, and the Brewery Workers National Union. I suppose the changes came about as a result of the translation of the name from German to English over the years."

Torrillo pointed out that while technology has changed over the years, it still takes a lot of skilled brewers and maltsters to



brew beer "the Anheuser-Busch way."

Anheuser-Busch, which is the largest employer of brewers and maltsters across the country, employs about 1,000 members, including other brewery employees, at the St. Louis facility. (Systemwide A-B employs thousands of Teamsters in breweries from coast to coast.)

Two of the most prominent members of Local 6 over the years have been August A. Busch, Jr., honorary chairman of Anheuser-Busch, and August A. Busch, III, chairman and president of Anheuser-Busch Companies, Inc., Torrillo pointed out.

Torrillo said that unlike other brewers, Anheuser-Busch still brews beer "using Old World methods, time-honored traditions and only the finest natural ingredients.

"We've maintained the quality of our beers through such things as Beechwood aging, which is responsible for the jobs of about 150 of our men in St. Louis alone. While it may be costly, it is necessary to maintain the quality of Anheuser-Busch beers," he said.

"Our brewers and maltsters are the best in the world and an integral part of Anheuser-Busch," said Dennis P. Long, president and chief operating officer of Anheuser-Busch, Inc. "The growth of our company over the years can, in part, be attributed to their craftsmanship, loyalty and dedication to Anheuser-Busch and our brewing profession."

In recognition of the local's centennial and their hundredyear partnership, Anheuser-Busch and Local 6 co-hosted two receptions—on Sunday and Monday, June 8 and 9-at the St. Louis Soccer Park for all Local 6 members and retirees. The event was attended by officers of both Anheuser-Busch and the IBT Brewery and Soft Drink Workers Conference, including Conference Director Charles Klare and Anheuser-Busch's Augie Busch. The day was a celebration of how much can be achieved by a company and union who are working together toward the same goal-producing a quality product at a reasonable price while being fair to one's workers.

Tobias said Local 6, one of the oldest chartered locals in the country and the oldest in the State of Missouri, also will be donating to the Thomas Jefferson Library at the University of Missouri-St. Louis many of its records, dating from the late 1800s to the turn of the century.

## **Teamsters to the Rescue**

eamsters Local 776 of Harrisburg, Pennsylvania, became a good samaritan recently, after responding to a call by IBT Human Services Director Father David Boileau to assist in the delivery of a load of surplus goods to a mission in New Mexico.

Boileau, it seems, was contacted by the Federal Task
Force on the Homeless, located in Washington, D.C. earlier this year for assistance with a project to transport 200 pairs of boots from the Ship Parts Control Center at Mechanicsburg, Pa. to the Reach Out to Jesus Family Chapel in Albuquerque, New Mexico.

The boots were part of a surplus lot that was being donated to the church. The task force, however, was stymied by how to transport the shipment from Pennsylvania to New Mexico without incurring added costs for postage or transportation costs

After Boileau turned to Local 776 for help, officers of the local contacted Ms. Barbara Tarapchak, district specialist for the Defense Reutilization and Marketing Service at the Mechanicsburg Depot, to tell her one of the Teamsters' major freight carriers, Arkansas Best Freight (ABF), had volunteered to transport the boots to their destination free of charge.

The boots left Mechanicsburg, PA on May 22, 1986, arriving at their destination in New Mexico a few days later.

Teamwork by dedicated folks at the International Brotherhood of Teamsters, Teamsters Local 776 and Arkansas Best Freight resulted in a real boost for the underprivileged of the area the mission services, who will be given the much-needed boots at no cost.



Boileau points out that much good could be accomplished, utilizing surplus goods, foods, grains and other materials that otherwise will go to waste, if other companies and locals could be enlisted in such goodwill missions. A tip of the Teamster cap goes to these concerned groups for their willingness to get involved to help others!

ABF Freight Systems Driver John M. Zerance, a proud Local 776 Teamster, and Barbara Tarapchak of the Defense Reutilization and Marketing Office, check out the shipment before sending it on its way.

# **NEW NMB CHAIRMAN**

harles L. Woods, whose career in labor relations spans more than 40 years, including more than 10 years as a West Coast airline representative for the Teamsters Union Airline Division, has just been designated as chairman of the National Mediation Board.

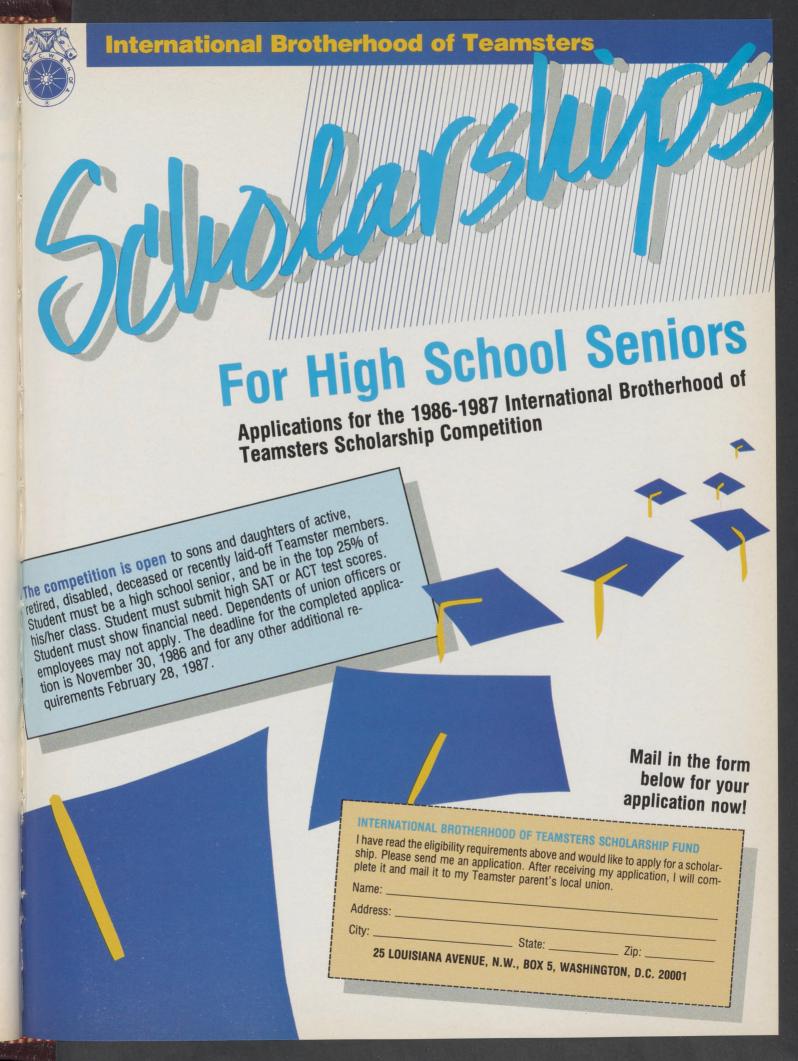
Woods' appointment became effective on July 1, 1986. Woods had been a member of the Board since January 9, 1986.

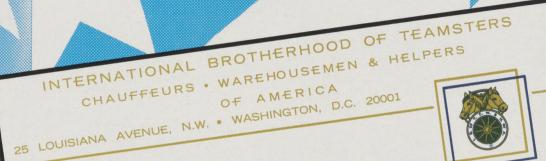
He succeeds Walter C. Wallace as chairman of this independent federal agency, which handles collective bargaining and representation disputes in the railroad and airline industries under the Railway Labor Act. Wallace will stay on as a member of the Board. By statute, the Board selects its own



chairman for a year's term. Helen M. Witt is its third member.

Members serve three-year terms. Although Chuck Woods filled a longtime vacancy on the Board, with his initial term due to expire July 1, by law, as an incumbent member, he remains in office unless a successor is appointed by President Reagan.





OFFICE OF . JACKIE PRESSER . GENERAL PRESIDENT

The International Brotherhood of Teamsters has traditionally supported the participation of our membership in the affairs Dear Brothers and Sisters: supported the participation of our membership in the arrairs of government as a basic responsibility of the American way of

In the United States, union members play an essential role in the shaping of its government. As workers we can make our the shaping of its government. As workers we can make our opinions known and exert a very real influence on the policies and actions of our Local, State, and National Governments. We can even help make America stronger while strengthening our can even help make America stronger while strengthening our and actions of our Local, State, and National Governments.

can even help make America stronger while strengthening our own personal finances by buying United States Series EE Savings Bonds.

The Welfare of our members, both on the job and at home, is our primary concern. From time to time, we have recommended additional steps that can be taken to improve the living additional steps the living additional steps that can be taken to improve the living additional steps that can be taken to improve the living additional steps the living our primary concern. From time to time, we have recommended additional steps that can be taken to improve the living one such step is standards of our members and their families. Provided by the the regular purchase of U.S. Savings Bonds, provided by the United State Treasury. Savings Bonds.

The Bond buyer participating in payroll savings programs is in partnership with America in fighting inflation and building partnership with essential for a better tomorrow. The economic strength essential for a better tomorrow and the economic strength essential for a better tomorrow. The savings Bonds offer working men and women a safe, easy and savings Bonds offer working men and women a safe, easy savings bonds offer working financial reserves. Systematic method of accumulating financial reserves. systematic method of accumulating financial reserves. The flexibility and fairness of the market based rate series EE Savings Bonds are evident. Savings Bonds keep pace with market rates no matter how high they may go. Moreover, a market rates no matter how high they may go. market rates no matter now night they may go. moreover, guaranteed interest floor protects buyers against steep declines in market rates. Ronds are also easily replace guaranteed interest floor protects buyers against steep if market rates. Bonds are also easily replaced if declines in market rates and are backed by the full guarantee lost, stolen or destroyed and are backed by the full guarantee of the Federal Government.

All teamster members are urged to purchase Savings Bonds at All teamster members are urged to purchase Savings Bonds at their work or bank. There is no safer, easier or more their work or build a savings nest egg for you or your convenient way to build a savings Bonds. Your family than with market based rate Savings Bonds. Your family than lending support to this program Will be deeply cooperation in lending support to your assistance in conveying appreciated and I look forward to your assistance in this important message to your families and associates. appreciated and 1 look forward to your assistance in corthis important message to your families and associates. Sincerely and fraternally,

ackie Presser





# THE WORLD OF WORK

Translating the Labor Experience Into Courses Teachers Can Use to Instruct the Nation's Youngsters

**TEAMSTERS & TEACHERS AT CORNELL** 

#### THE PRESIDENT'S MESSAGE

t's hard to believe that another September and Labor Day have rolled around and that we in the Teamsters are entering the final guarter of 1986, in what has been a most busy and challenging year.

In reflecting back and planning where we are going, I am struck by the many contributions of working men and women to our society. Legislators plotting tax reform proposals that target the middleclass might not know it. Maybe the businessmen looking to operate less expensively on foreign shores utilizing cheaper labor and tax loopholes don't remember it, either, but WORK-ERS are what keeps this nation of ours going. It's workers whom we in the Teamsters have pledged to protect and defend.

The challenges today are, as the kids say, "awesome." But then, they always have been. Perhaps we need an event such as Labor Day to remind us of our roots, of the hard struggles behind and the obstacles we've overcome, before we can count our blessings, assess our strong points and forge ahead with new energy.

Noted diplomat and publisher Benjamin Franklin once said, "By labor may the value of silver be measured as well as other things. . . . Trade in general being nothing else but the exchange of labor for labor, the value of all things is, as I have said before, most justly meas-

ured by labor."

Today, the Teamsters and others are engaged in a North American struggle over stakes so high that, should we fail, the economies of both the United States and Canada could be the losers. That struggle: the battle to make North American workers' jobs and North American industries viable, strong partners in the world trading process.

American industries are being decimated by ineffective

trade policies, by programs that provide incentives to ship industries and employment overseas, and by a refusal to bring the winds of "fair trade" to bear against those who would try to exploit our North American markets, even while keeping their own carefully insulated.

If we can, as Franklin said, measure goods by their cost in labor, let us consider that whenever we make a purchase or buy a car, we are trading that for which we labored, our paychecks, for those goods.

If we pay a company in Taiwan for that shirt we buy rather than an American concern, the shirt might cost approximately the same thing, dollarwise, but will be much more expensive in terms of the impact on our lives. By choosing the foreignmade product over a North-American-made one, we are helping to subsidize a system that thrives on the payment of slave wages and substandard living conditions, that exploits the suffering of millions of our brother and sister workers worldwide. We are also encouraging American firms to ship their own operations overseas, risking hundreds of thousands of other workers' jobs, perhaps our own among them.

We, by now, know the impact on declining industries—we've seen what such erosion did to the steelworkers, the auto workers, the rubber workers and oth-

ers.

That is why today I propose that we celebrate Labor Day, 1986, by committing ourselves to the IBT's "Buy American" program.

This Labor Day we kicked off the second phase in our aggressive program, begun on Labor Day just one year ago, again taking out ads in major publications nationwide to deliver our resounding message of support for North American interests.

All Teamsters can help in this



**Jackie Presser** 

ambitious undertaking. We'd like to suggest that the next time you buy anything—be it a \$1.29 can opener, a major appliance or an automobile, that you stop to consider the cost difference, if any, between what the "Made in the U.S.A. (or Canada)" item costs and what you'd pay for a foreign-made product. Then think about that same product, in terms of the lost industries, lost jobs, erosion in small town economies, loss of taxes and the like, and decide for yourself whether the 15¢ saved is worth the trouble.

In conclusion, there's one other thought worth remembering this Labor Day, especially as we near an election this Fall, and that is that labor must speak as one voice—to reward its friends and punish its ene-

If Congress is unwilling to make hard choices and enact legislation such as the Teamster-sponsored Fair Trade Wage Act, then we must elect legislators who will.

Fraternally,

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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#### General Executive

Board IACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS
General Secretary-Treasurer
25 Louisiana Ave., N.W.
Washington, D.C. 20001 JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN
Fourth Vice President
1250 E. Hallandale Beach Blvd.
Hallandale, Florida 33009
EDWARD LAWSON Fifth Vice President 899 West Eighth Avenue Vancouver, B.C., Can. VSZ 1E3 ARNIE WEINMEISTER Sixth Vice President 553 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK Seventh Vice President 300 S. Ashland Ave., Rm. 206 Chicago, Illinois 60607 JOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124

DONALD PETERS
Tenth Vice President
300 S. Ashland Avenue WALTER SHEA Eleventh Vice President 25 Louisiana Ave., N.W. Washington, D.C. 20001 HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 Thirteenth Vice President 450 Carson Plaza Drive Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212

MICHAEL J. RILEY
Fifteenth Vice President
1616 West Ninth St., Suite 300
Los Angeles, Calif. 90015 T.R. COZZA Sixteenth Vice President 625 Stanwix St., Suite 1903 Pittsburgh, Pa. 15222

**Trustees** MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 04 San Francisco, Calif. 94102

R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285









2 **Teamsters' Executive Board Meets** Attention focuses on new programs

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Retired Teamsters Demonstrate Art Skills 20 Exhibit boasts work of four Teamsters

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Editorial material should be addressed to: Teamsters Union, Communications Department 25 Louisiana Ave., N.W., Washington, D.C. 20001

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# Board Focuses on New IBT Programs

he International Brotherhood of Teamsters General Executive Board held its third quarterly session July 29-31 in Vancouver, British Columbia, Canada.

Highlighted for Board members during the mid-year meeting were many of the IBT's membership services and educational programs, with special emphasis on such programs recently begun or under development since the convention.

In his report to the Board, General President Jackie Presser provided members of the GEB with a comprehensive look at the types of educational opportunities and other services the International is offering or introducing to the membership.

Jackie's report focused on:

• The labor history project course held in July at Cornell University in Ithaca, New York.

This historic and innovative educational project brought together 125 educators from across North America, under the sponsorship of the IBT, to











present to them principles of unionism, the specific history of the Teamsters, and labor's role in the developing economic systems of the U.S. and Canada. The well-attended and well-received program successfully began the training of educators in Teamster labor history—educators who will return to their hometown schools and, hopefully, integrate what they've learned about labor into their class curriculum.

Reporting on his own address to the educators at Cornell on July 24, General President Presser explained to the Board that the attendees were receptive, eager for information, and open to new ideas and con-

cepts.

He informed Board members that he had learned how little the educators really knew about the Teamsters, and felt confident that the innovative seminar went a long way in dispelling misconceptions and a distorted image of the union many had previously held. Jackie came away from Cornell, he said, "determined to speak to as many student groups as I can."

• The publication of a new Teamster Scholarship Guide compiled by the IBT Research

Department.

Sent to each Teamster household as a special insert in the July/August issue of International Teamster magazine, this guide details the multitude of scholarship awards offered not only by International headquarters, but by IBT locals and joint councils all across the country.

Totaling nearly \$600,000 annually, these local and joint council scholarship awards are made available to deserving Teamster youngsters in their specific geographic areas. Eligibility requirements, application deadlines, award values and other important facts, Jackie noted, are outlined in the new reference Guide, for members' convenience.

• The Teamster Leadership Academy, now in full swing,

with week-long seminars scheduled each month through November.

The Academy, which provides participants with basic guidelines for organizing, negotiating, and understanding labor law, has met with unqualified success, the General President reported. Each class has been filled to capacity, and attending officers and business agents have proclaimed it a "necessary and informative" program.

 The establishment of the new Teamsters International Service Bureau Program, which is being modeled on the highly successful Family Services program of the Ohio Conference of

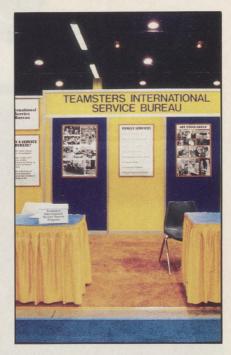
Teamsters.

The primary function of the Service Bureau, Jackie explained to GEB members, will be to provide information and referral services to members who need help in such areas as family counseling, consumer protection, alcohol and drug rehabilitation, insurance coverage, workers' compensation, Social Security, housing needs and home health care.

The International program is scheduled to be fully operational sometime this fall, with services to be administered directly out of International headquarters in Washington, D.C.

In addition to the detailed reports on the IBT's various new educational and service programs, members of the Board received comprehensive updates on freight and the National Automobile Transporters Agreement, the IBT's ongoing "Buy American" campaign, organizing activities, safety and health issues and developments in the union's various trade divisions.

Particular emphasis was given to the Airline Division's organizing campaign relative to the Northwest Orient/Republic merger. General President Presser pledged full support of the International's resources at every level, in an all-out effort to win this organizing campaign; it will result in the repre-



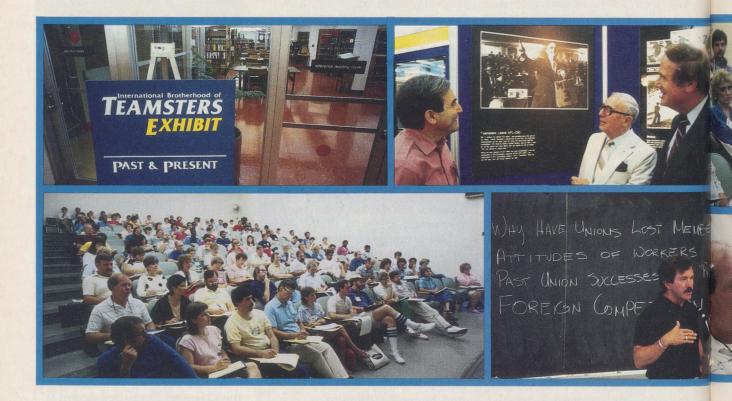
sentation of some 6,200 flight attendants.

At this session, members of the General Executive Board also received a comprehensive report on the financial affairs of the union from General Secretary-Treasurer Weldon Mathis.

Other reports were given by Father David Boileau, Director of Human Services, who reported on the Cornell labor history seminar his department arranged and coordinated; Director of Communications F.C. Duke Zeller, who detailed the projects the Communications staff has undertaken since the convention; IBT Political and Legislative Director David Sweeney, who updated GEB members on the current status of the tax reform bill: and Director of Retiree Affairs Norman Greene, who discussed new programs and services being developed for the union's 500,000 retired members.

During this session of the Board, Legal Department attorneys Joseph Santucci and Gary Witlen were named Associate General Counsels of the IBT.

# TEACHERS 8



Pace-Setting
IBT/Cornell
Labor Studies Course
Trains Cadre of
Teachers How to
Educate
Young About Our Cause

ne hundred and twentyfive secondary school
teachers attended the
Teamster Teacher Training Program convened at Cornell University's New York State School
of Industrial and Labor Relations from July 14 to July 25.

Sponsored by the International Brotherhood of Teamsters, the teachers came from as far as Honolulu and Vancouver to devote two intensive weeks to reading, thinking about and discussing labor history and labor relations. They wrestled with questions critical to the teaching of labor studies in their schools.

The IBT's Department of Human Services, directed by Father David A. Boileau, began planning the labor institute months in advance. Boileau and his staff selected Cornell University to host the teacher training program because of the University's outstanding reputa-

# STEAMSTERS



tion and faculty of noted historians and labor relations experts.

#### **Objectives and Events**

The Department of Human Services set three goals for the labor institute:

 To educate the teachers about organized labor and the history of unionism;

• To inform the educators about the history of the Teamsters Union and its present and future objectives; and

 To develop ways of injecting labor and Teamster history into school curricula.

To accomplish these objectives, Boileau structured the institute around several themes: First, the history of the American labor movement from colonial times through the development of industrialization to the modern era; second, the structure and organization of unions, discussing in detail such issues

as the "real world of work," the blue-collar elite and the changing nature of union jurisdiction; and third, selected topics, including labor law, the National Labor Relations Act and United States-Canada labor relations.

Among the lecturers were IBT Chief Economist Norman Weintraub and Industrial Trades Division Director Joe Konowe. Weintraub's address on the consequences of deregulation and Konowe's thoughtful reflections on his Teamster experiences were especially well received.

On July 24, IBT General President Jackie Presser addressed the group. President Presser challenged the teachers to confront some of the complex economic and social problems facing workers in Europe, Asia and the Americas today.

He spoke of the "job drain" from the United States to the Far East and Latin America, as multinational corporations move their manufacturing facilities in search of a cheaper labor force. "Who will protect American jobs?" Presser asked.

In a similar vein, the IBT leader vigorously promoted a Teamster-inspired "Buy American" campaign—North Americans helping North Americans realize a decent and secure livelihood for themselves and their children by purchasing the goods and services produced by their fellow citizens.

Noting that the Teamsters is the largest and most successful labor union in the free world, Presser expressed his confidence that the Teamster Teacher Training Program will help make students of all ages aware of what unions have done for workers in the past and how they can continue to benefit working men and women.

The teachers questioned



# IBT/CORNELL COURSE IS A REAL SUCCESS

Presser about the current status of organized labor and the Teamsters Union. Afterward, at a reception following his address, Jackie presented each teacher with a diploma from Cornell University.

#### **Accomplishments**

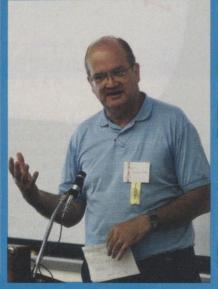
In evaluating the Teamster Teacher Training Program, the Department of Human Services looked first to the teachers themselves for comment.

What they heard was encouraging. Teachers told them how much they learned about labor studies, how they valued the opportunity to discuss the story of organized labor with historians and fellow teachers, and how grateful they were to the Teamsters Union for making the idea of a labor institute a reality.

The teachers' enthusiasm for



Human Services Director Father David Boileau brought the union message of service alive for the 125 teachers attending the IBT class.











the program was also evident in their conscientious preparation of lesson plans. The lesson plans are the first building blocks which the teachers will use to construct a solid labor studies program in their school systems.

These same teachers will become "ambassadors of labor studies," persuading their colleagues and school administrators of the need to teach students about the contributions of working people to the make-up of North American society.

#### Follow-Up

The Department of Human Services is planning a wideranging follow-up program. First, Father Boileau and his staff are working with Cornell University professors to evaluate the two-week course. The results of this examination will be useful in planning next summer's labor institute.

In response to requests from teachers who attended the labor institute, the Department of Human Services is scheduling a series of one-day teacher workshops for teaching labor studies at the secondary school level. These professional seminars will continue the initiatives begun at Cornell, even as they promote a wider public understanding of labor and Teamster history.

Third, the Human Services
Department is preparing a
"teacher's kit" to assist educators in teaching the history of
the Teamsters. The kit will consist of lesson plans, labor fact
sheets, posters, historical and
statistical information, biographical profiles of labor leaders and similar materials which
the teachers have requested.

In addition to classroom materials, the teachers requested that closer ties be established between their schools and the Teamster locals in their areas. Planning is now under way to connect teachers with Teamsters throughout the country so that educators can call upon local Teamster leaders to speak to students about the IBT. Establishing such a nationwide

network of teachers and Teamsters would not only enhance the effectiveness of a school's labor studies program, but also give greater visibility to the local union's involvement in labor and community affairs.

By demonstrating its ability to bring together a scholarly teacher instructional program, the International Brotherhood of Teamsters showed its commitment to quality labor education. That commitment will benefit the Teamsters as well as the teachers who participated. As one of the teachers put it in verse:

So thanks to all of you, and to Jackie Presser, too! And let's agree to meet in

Heaven's skies:

In wondrous union places, where workers' smiling faces

Are happy 'cause the whole world's organized.

To that, Father Boileau adds his deep appreciation to all those who worked to make the Teamster Teacher Training Program a success.

# GRADUATION CONGRATS—THUMBS UP, IBT!





# IBT Bakery Conference Session Focuses on Industry Problems with Jackie, Other Teamster Leaders

he Teamsters National
Bakery Conference of the
United States and Canada
convened the week of August 11
in Long Beach, California.

Teamsters International Vice President Jack Cox opened the conference by welcoming the Teamster Bakery Conference delegates and introducing all of the guests in attendance.

Reverend Arthur Bartlett, port chaplain of the Hotel Queen Mary, sang both the Canadian and United States national anthems for all in attendance.

Welcoming the delegates to Long Beach were several dignitaries who are both active and influential in the labor movement within the state of California. All of these political speakers had high praise for the Teamsters Union and for all it is doing for American workers today.

Ernie Kell, the mayor of Long Beach, welcomed the delegates to the area and congratulated the Teamsters on the successful job they are doing in the labor movement across America.

Mayor Kell then presented General President Jackie Presser with a tie clip and a key to the city of Long Beach.

Assemblyman Richard Floyd from the 53rd Assembly District in the state of California, a very close friend to the labor movement, spoke to the delegates about the legislation that is now affecting the Teamsters Union and labor in general. Floyd commented to the dele-

gates that he is "owned by organized labor" and very proud to make such a statement. He feels that the Teamsters Union is a great organization and that he will support it and its members now and in years to come.

Also on hand was another close friend of the Teamsters, the Honorable Tom Bradley, mayor of the City of Los Angeles. Mayor Bradley welcomed all the delegates and guests to California and extended his best wishes for a very successful conference.

"I am honored to be here and I am very proud of the Teamsters and all of their accomplishments," Bradley noted.
"Labor is meeting the challenges and trying to overcome the problems unions face today. The Teamsters Union is a strong and progressive union and will always be on top, when the key issues of union workers are concerned."

Teamsters General President Jackie Presser, the principal guest speaker during the weeklong session, warned delegates that the Bakery Conference has to run parallel to what's going on in the union.

"We're not losing members; we're losing jobs," Presser said. "We must work together to educate and organize the membership in realizing what can be done to save the American job." He added, "Organized labor is in trouble and the U.S. is in trouble with it." Educating and organizing the membership will

help increase production and keep American workers employed in the labor work force.

Presser urged the delegates to buy only American-made products in order to keep our union active and alive.

He also stressed the importance of supporting DRIVE so that our politicians can enact into legislation bills that will support the Teamsters and better the future of this union. Politicians are the backbone of this government, and the labor work force will benefit from politicians who will support our legislative bills in Congress, Presser said.

General President Presser was in attendance for each session throughout the week, lending his guidance and direction toward obtaining future goals in the baking industry. The charismatic presence of this veteran bakery local leader prompted much enthusiasm among the delegates.

Business sessions revolved around key themes: Frito-Lay contracts, reports governing bakery closings, and possible mergers among bakery local unions.

Robert Flynn, administrative assistant to the General President, discussed with the delegates procedures which should be taken when dealing with Frito-Lay. Flynn feels we should soon have better labor relations with Frito-Lay, as the result of a concerted union outreach effort.

Discussing the threat of bak-

ery closings, the General President stressed that if such closings continue occurring across the U.S. and Canada as they have been, many locals may be forced to merge in the future or go out of business. It was his view that through education and organizing, bakery closings can be alleviated altogether, although doing so and turning things around will take much hard work.

Bakery Conference Secretary-Treasurer Joe Padellaro presented delegates with three resolutions which had been adopted earlier by the Bakery Conference Policy Committee. Each was affirmed again by the full delegation.

The first was a resolution of support for a bill retracting deregulation. Second was a vote of support for beer franchising legislation that would help the brewing industry. Last was a statement of support for the bill which would allow armored car employees to become union members of the union of their choice.

Delegates nominated and reelected the incumbent slate of officers to head the Teamsters National Bakery Conference, including: Dave Torre as Bakery Conference chairman; Joseph Padellaro as Conference secretary-treasurer; Tim Sullivan, Conference vice chairman, and Robert Meidel as Conference director.

The key themes during the week-long session were education and organizing and how to relay these messages to the membership. Utilizing these tools, the members should be able to handle the various situations they face within the baking industry.



#### **BAKERY CONFERENCE**

Arthur Kane, director of the Education Department at the International, and Sally Payne, assistant director of the department, gave a very informative presentation on the importance of labor education within the local unions and joint councils. The Education Department offers three levels of programs available to affiliates upon request: 1) Programs geared toward stewards and members; 2) Teamsters Leadership Academy: 3) Joint Labor/Management Programs.

The Baking Industry and Teamster Labor Conference, organized by Jim Houston Associates, met during the week-long Teamster Bakery Conference to discuss and deliberate on where the conference stands on the various issues this group will face within the baking industry.

This committee will enable the Teamsters to negotiate better contracts for the International.

Houston focused upon some of the pertinent issues this group will face: Health and welfare cost containment; control of missing baskets and trays; alcohol and drug abuse; driver safety; legislative activi-

ties, and distribution—productivity and competition. This conference meets a couple of times each year to learn more about issues of mutual concern to those involved with the wholesale baking industry.

International Vice President Arnie Weinmeister also addressed the delegates about DRIVE and how all our political efforts should be put toward this fantastic program. "Get people elected to Congress that will back labor and the policies we support," he urged.

International Vice President Harold Friedman commented to the delegates on the importance of bakery drivers within a bakery and miscellaneous local, saying, "Drivers are the most important classification of worker throughout the union." Friedman said that without the Teamsters Union there would be no different classifications of workers.

Guests at the conference session included: Teamsters International Trustee Ben Leal; IBT Communications Director F.C. Duke Zeller; Director for Retiree Affairs Norman Greene; Assistant to the Director of the Western Conference Walter Engelbert; International Representative Joe Morgan, Jr.; and Patient Benefit Care, Incorporated's Diane Mitchell.

real milestone in their history on Tuesday, August 19, 1986 when, at a small celebration in the offices of the Central States, Southeast and Southwest Areas Health and Welfare and Pension Funds, a check representing the \$10 billionth plan benefit dollar was presented to Teamster retiree Iames A. Dreier.

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Brother Dreier was on hand for the celebration to receive congratulations from the Funds' Executive Director, George Lehr, along with union and management trustees of the Teamsters' plan.

The 36-year Teamster veteran was also presented with several special gifts, including a silver plate, to commemorate the event.

Teamsters General President Jackie Presser, in a congratulatory message to Brother Dreier read by Union Trustee Loran Robbins, lauded his years of service to the union as a truck driver and dock worker as well as the faith he'd demonstrated in both his local's and his International's leadership.

Presser spoke proudly of the Central States Funds, which represents just one of nearly 250 programs in which Teamster affiliates participate. Central States, admittedly, is one of the union's largest and best funded, best run programs.

In commemorating this milestone, Presser wrote to Dreier saying, "Although I can't be there in person today, I certainly join in lauding this milestone in the Central States, Southeast and Southwest Areas Health and Welfare and Pension Funds' existence.

# Picket Line Support



Teamsters General President Jackie Presser lent his personal support to these picketers on August 13, when he met with striking members of the Inland Boatman's Union Marine Division in Long Beach, California. The striking members of the ILWU are employed by the Catalina Cruise Shiplines. Their strike has received wholehearted endorsement from the Teamsters Union.

### Central States Celebrates a Milestone: The \$10 Billionth Dollar Benefit Check

"On behalf of all the union's officers, I want to congratulate you on being the recipient of the \$10 billionth plan benefit dollar.

"Your monthly check stands as a symbol of all the faith and trust you and your brother and sister Teamsters have placed in your union, its officers and your employers, knowing that they would work to ensure for you the most comfortable retirement available."

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Jackie noted that just a few years ago, critics were predicting that Central States would soon be bankrupt. "Members kept the faith," he said. "Today, this fund is going strong, paying larger benefits than ever, yet has a solvent, stable \$7 billion fund reserve base.

"Could Brother Dreier have known when he joined Local 554 in Omaha, Nebraska back in 1949 that he would retire so comfortably after his 36-year career with BN Transport, Inc.?" Jackie asked. "We doubt it. Today he receives the pension fund's top benefit, under the Teamsters' \$1,000 a month '30 and out' program, as well as medical coverage for himself and his wife. Brother Dreier's patience, faith and conviction in his union's pension fund have truly been rewarded.

"Jim, to you and your wife, Mary, we say, 'Enjoy your retirement. You've done a lot for the union over the years and we're proud of you. Thanks for believing in us.' To the Fund's Executive Director George Lehr, as well as its fiduciary officers, we in the Teamsters say, 'Keep up the good work, Central States, and thank you'."

Central States officials also took note of the auspiciousness



of the occasion in their remarks. Lehr said the ceremony was an occasion on which to honor Jim Dreier and "to take notice of what having paid out the extraordinary sum of \$10 Billion dollars means to these Funds and to the hundreds of thousands of Teamster workers, like Jim Dreier, who depend on the Funds to provide for their health needs and their retirement security.

"First of all," Lehr said, "it is a record for multiemployer fund benefit payments. No other multiemployer funds have come anywhere close to having paid out \$10 billion dollars to their participants and beneficiaries.

"Second, it makes the strongest possible positive statement about the financial health of these Funds. No benefit funds anywhere are stronger than the Central States Funds, and no funds pay better benefits."

Lehr paid special tribute to the Funds' trustees. "It is a tribute to the eight trustees (four union and four employer representatives), who have led these Funds to their position of being first and best among all multiemployer funds," he said. Lehr referred to union trustees Loran W. Robbins, Marion M. Winstead, Robert C. Sansone and R. Jerry Cook, as well as em-

ployer trustees Howard Mc-Dougall, Robert J. Baker, R.V. Pulliam, Sr. and Arthur H. Bunte, Jr.

Over the years, Central States' Funds have proved their stability again and again.

The Central States Health and Welfare Fund was established in 1950; it paid out \$1,551,000 in benefits in its first year. In 1985, that Fund processed more than two million claims and paid \$436 million in benefits.

The Central States Pension Fund was formed in 1955, and by 1957 had accumulated enough money to pay its first benefits, which totaled \$355,000 in the first year. Last year, the Fund paid \$688 million to retirees and other beneficiaries.

Lehr speculated at the gathering that the next milestone for the Funds—payment of the \$20 billionth benefit dollar—should come by 1993.

"These Funds are strong and getting stronger," Lehr concluded, "and I would say to all the Teamster workers and retirees and their families whom Jim and Mary are representing here today, that the future of these Funds is excellent and getting even better." To that Jackie and the Teamsters reply, "The best is yet to come!"

he Northwest Orient/Republic Airlines merger became official early in August, and with that announcement, IBT Airline Division personnel swung into action. Division personnel working on the Northwest/Republic flight attendants campaign received welcome news last month, just as they were preparing for a run-off election to represent the newly merged group, when they heard that Northwest Airlines had agreed to officially recognize the Teamsters as "exclusive bargaining agent" for all Northwest/Republic flight attendants at postmerger Northwest.

### We're the Bargaining Agent

That means that the Teamsters Union is the sole official representative of all the airline's flight attendants, pending, of course, ratification of this mandate by the flight attendants in a representation balloting petition requested by the AFA.

Airline Division Director William Genoese, Sr. immediately welcomed the new Republic employees to the Teamsters, pledging that "steps are being taken to assure you of quality day-to-day representation, as well as to establish a solid foundation for a unified membership when the Teamsters meet Northwest Airlines in negotiations in the near future.

### **Contract Adjustments**

The division has pledged that a key first step will be the fair and equitable merging of seniority lists between the two groups involved. Genoese pledged that the IBT will ensure that merger committees from both the pre-merger Northwest and pre-merger Republic be allowed to present their cases in face-to-face negotiation, with all domiciles fairly represented; that, if the committees are unable to reach satisfactory agreement, mediation will follow;



that "arbitration" of the issue will follow, if required; and that each committee, Northwest and Republic, will have input in selecting and retaining outside legal assistance to represent their interests in the seniority merging process.

Since Northwest on August 12 recognized the Teamster Airline Division as exclusive bargaining representative for the flight attendants, the IBT has been administering the collective bargaining agreements affecting both Northwest and former Republic flight attendants.

This will include the processing and resolution of more than six hundred pending grievances affecting Republic's employees that have been left unresolved by the Association of Flight Attendants.

The Teamsters announced that IBT local union offices in New York, Chicago, Minneapolis and Seattle, as well as temporary field offices in Detroit and in Memphis, stand ready to

assist the group with any problems they encounter during the transition period. Claudia Bushbaum of Teamsters Local 2747 has been named chairman of the combined flight attendants' unit.

#### Election's Slated for Sept.

With a representation election slated for mid-September, the Teamsters are forging ahead on many fronts to give the newly merged unit the best representation they can.

Following unit recognition, Genoese reported, the Teamsters moved to put in place a fence agreement to protect all flight attendants at the merged airline.

The Teamsters already are eyeing the two contracts involved with teams from both unions and formulating suggestions for how they can be reconciled into one "better than ever" contract. A key issue will be integration of the seniority rosters

of both airlines, Airline Division leaders know, especially since seniority is the key factor affecting layoffs, bidding, transfers, vacations and other aspects of the flight attendant's job.

Genoese stated that with the current contract slated to expire on November 1, the Teamsters will waste no time in preparing a package that fairly and equitably protects all involved.

"Northwest flight attendants have felt the hard hand at Northwest before," he pointed out. "They know you need strength and solidarity in negotiations to be successful. Northwest Teamsters have gone from 14th position to first over the years, in terms of salaries and contract protections, through tough, fair bargaining. After all the flight attendants at the new Northwest have endorsed our efforts, one of our first goals will be to bring the same great benefits and wages to the entire bargaining unit." He added, "We just hope Republic's attendants know how happy we are to have them on board. We certainly want them to stay with us.

Teamsters are making every effort to keep both units informed during the interim period. The Teamsters Airline Division Hot Line, a special phone line just for Northwest/Republic flight attendants, has been established to answer any questions employees may have.

### 1-800-346-6646

Is the Number to Call with Questions or Comments

What's it going to be, Northwest employees? A good Teamster contract, with strong seniority clauses, international flying and bid line provisions and great benefits—or the risk of losing it all, by letting AFA beguile you, only to find yourself saddled with an inferior contract? By acting now, and voting "YES" for the Teamsters in the election, you can preserve all the gains you've worked so hard to earn.

## Teamsters Host Girls Nation Participants at IBT Headquarters

eamster leaders were proud and pleased to aid in the educational process of a group of America's finest young women recently, when Girls Nation convened in our nation's capital during mid-July.

A group of more than 30 of these high school students visited Teamsters Union headquarters to learn more about how the IBT interfaces with Congress from our catbird seat near the Capitol dome. At the IBT, the group briefly toured the complex, then were hosted at a private reception in their honor by Mrs.



Cynthia Presser, wife of our General President.

Mrs. Presser, aided by a number of the union's female department heads and professional staffers, explained briefly the operations and history of the Teamsters Union, using a videotape from the recent IBT convention to portray some of what we've accomplished.

Following the reception, the young women set off again on their round of meetings, next attending a Capitol Hill session where girls elected to a variety of offices would take their oaths of office and prepare for the task of being "leaders for a day".

Girls Nation participants come from all 50 states.

Each girl's time spent in Washington provides her an excellent opportunity to learn firsthand about the workings of government and the political system. Such training will serve such students well, since most of these young women already plan on careers in public service or government. Teamsters have long supported Girls Nation, an excellent educational endeavor.



ollowing the urgings of IBT officers, Teamster affiliates around the country, aided by the IBT Organizing Department and key IBT divisions such as Public Employees and Industrial Trades, have been mobilizing the troops and bringing home some tremendous organizing victories in the past few months.

One of the sweetest victories, in the aftermath of the ITU campaign, was a win among a unit of workers at the Youngstown Vindicator where, in an NLRB-supervised election, the Teamsters won representation rights for 36 mailers, who voted 35-1 in favor of having the Teamsters represent them, instead of the International Typographical Union.

Local 473, a veteran in the printing industry headquartered in Cleveland, represents newspaper employees at *The Plain Dealer* (drivers, mailers, printers, garage mechanics, machinists and stationary engineers), *Akron Beacon Journal* (drivers, district managers and mailers), *Columbus Dispatch* (mailers) and now the mailers at the *Youngstown Vindicator*.

Local 473 Secretary-Treasurer Carmen Parise, head of the IBT Newspaper Drivers Division, said of the win, "This most recent victory brings us to a total of over 400 new members in Ohio alone as a result of headto-head elections with the ITU. We are in serious discussions with other units of newspaper employees throughout Ohio and in many areas of the nation. It is clear that they are seeking the kind of aggressive and responsible representation needed by workers in changing industries such as newspapers and other print media."
The IBT Industrial Trades Di-

The IBT Industrial Trades Division also reports continued vigorous organizing efforts. One



major victory came at Local 1150, which waged a great campaign in conjunction with this division, Eastern Conference leaders, the ECT Industrial Division, and its director, Tom Brown.

A six-month campaign for more than 300 workers at Bridgeport Machines recently resulted in success and a tremendous victory celebration. Preparations for bargaining for a first contract are already under way.

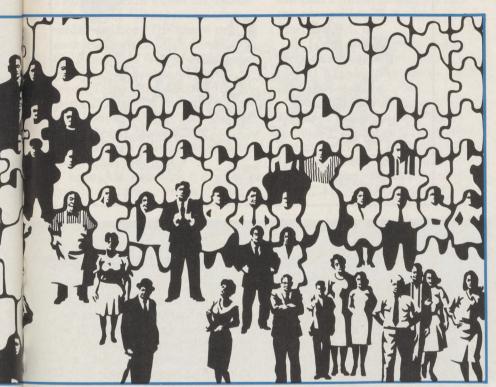
Workers erupted in cheers shortly before 6 p.m. on July 10, when word of the voting results reached the union hall where they had gathered. As a Teamster tractor-trailer drove up the street, its horn blasting in celebration, workers whistled, slapped backs, shook hands and yelled, "We won! We're in!"

"Now you're union," said Teamster organizer Jack Powers as he congratulated workers rushing to greet him. "I waited 10 years for this, and this is one of the happiest days of my life," said Richard Kapitancel, who has worked at the plant since 1966.

Teamsters had been after this unit for nearly 10 years, twice before, in 1976 and 1980, losing the elections.

Why a change now? Well, as often is the case, workers spoke again and again of how they had been angered over their treatment by management during the past several years, especially by the actions of the company president, who was part of a group of investors who purchased the plant early in July from Textron.

Workers cited, among other grievances, the facts that insurance benefits had been cut, there had been no pay increases in three years, more than 500 hourly employees had been laid off in the two prior years, and bonuses had been eliminated.



The basic issue, however, was respect! Workers felt they had none with the company and decided they needed the union to protect their seniority rights.

After a worker called Local 1150 last January, in two meetings organizer Powers was able to get more than 200 signed union cards, more than enough to satisfy the 30 percent rule for a representation election.

Workers said that when the company laid off 60 people right before the election without granting them the benefit of holiday pay for July 4, it further helped the union's cause. Employees also said they were told when the company was sold that there would be no raises for five years. "It's a great place to work," said one employee, "but we need not only the work, we need the money, the cost-of-living increases." Obivio Marquez, a veteran employee, told a local

paper, "For five years, we got nothing. It's not that we want Bridgeport Machine to go out of business, but we wanted someone to do something for us."

The story isn't a new one. With more and more union-busters working around the country, having a strong union around—like the Teamsters—is going to be even more important in years to come. These Bridgeport workers are happy they made the decision they did!

Industrial Trades Division officials recently reported other wins among affiliates at, among others:

 Local 771, which organized Armstrong Tile in Lancaster;

 Local 445, with 175 workers at Intelcom Corp. and 40 workers ers at UCI Corp.;

Local 22, which organized
 90 people at Brown Products
 Company;

Local 773, which recently

organized a Black & Decker plant in their area; and

Local 854, with a recent victory for 140 people at Kepco
 Manufacturing Company.

Affiliates of this trade division report a number of campaigns currently in progress and/or with elections pending. Each could add new Teamsters to our swelling membership rolls.

The Public Employees Trade Division likewise reports a lot of activity in the public sector these days.

Two campaigns for county workers are under way at Local 445 in New York State, while another drive is under way for Jefferson County workers by Local 783 in Kentucky. A number of other public sector races are pending across the country, including ongoing campaigns by Locals 391 of North Carolina, Local 783 of Kentucky, Local 1196 of Memphis, Tennessee, Local 214 in Michigan and Local 911 in Long Beach, among others.

The Teamsters' in-house organizing team reports action on many fronts. In addition to lending considerable assistance on the TWA organizing campaign, the department reports a number of recent organizing wins, covering a broad-ranging spectrum of jobs.

Local 100 won a unit of three at Cummings, Ohio, Inc. and Local 170 brought aboard eight at Batesville Casket Co. Local 135 reports that it recently gained recognition rights for 42 people at Royal Food Products Co., Inc. Local 214 brought another 200 workers into the Teamsters through a win among City of Dearborn public servants.

At Local 283, Corrosive Coating Contractors was the most recent company to go Teamster,

### **ORGANIZE!**

### **ORGANIZE!**

### ORGANIZE 0

### THAT OLD-TIME ORGANIZING SPIRIT

bringing five new workers into the union's ranks.

Local 332 organized 13 new Teamsters at Goodwill Industries of Flint, another seven at Bennett, Farr and Wells, and two more at Barkman Trucking.

Within Local 385's jurisdiction, 50 workers at Hydro Conduit Corp. joined the Teamsters. Local 407 is at the cutting edge of our efforts to organize workers in the rail cartage industry, bringing a unit of eight into the Teamsters at Rail Container-Midwest Container. At Local 413, 19 new Teamsters at F.O. Schoedinger, Inc. were also welcomed to union ranks.

Local 445 won a tremendous victory in late July, bringing 500 Sullivan County employees into the Teamsters Union. Jude Candy and Tobacco is now Teamster territory, with a win for a unit of 25 by Local 471 late in June. Thirty workers at Coca Cola-Dr. Pepper recently voted in Teamsters Local 492. Columbia Cable TV Company is Teamster, too, thanks to a win the same month by Local 509 for a unit of 50 employees.

Local 639 won another victory to represent 26 counselors at St. Elizabeth's Hospital in Washington, as well as a new unit of 36 at Goose Bay Sand and Aggregate.

Local 676 has reported a number of wins, including a fiveperson unit at Highland Park Apartments, a unit of 64 at the Township of Cherry Hill, and a unit of 20 at Allied Auto Accessories.

Local 696 has also been busy. This Topeka, Kansas local recently reported wins for a unit of 15 at John Hoffer Chrysler Plymouth, 55 people at Boogaart Supply Inc., another 55 workers at Shawnee County Corrections and 78 new Teamsters at Dupaco.



### D.C. Schools Victory H

ne of the most spectacular of the recent IBT wins was the highly publicized and hotly contested battle for representation of Washington, D.C. School System employees.

That new Local 639 bargaining unit, more than 2,000 strong, has already begun formulating contract proposals with members of the unit to present to the D.C. Board of Education as they work toward a first agreement. At a meeting on August 2, the group went over contract proposal forms already received from members of the unit and solicited other input.

"We've got a pretty good idea of what the workers want us to deal with when bargaining starts," said Phillip Feaster, president of Local 639. He added: "But it's important to involve as many people as possible in developing proposals."

Local 639 also arranged to conduct shop steward elections in each of the city's 186 public schools on August 25, right after all these new Teamsters had returned to work from their summer recesses. "Developing a strong and meaningful steward system is the key to building the strongest possible union in the public school system," the Teamster leader emphasized.

While no firm plans have been made for the makeup of the negotiating committee, the local union indicated that it would include at least two representatives from each of eight areas represented.

The unit, won by the IBT in June, brought more than 2,000 people into Teamsters Local 639 of Washington, D.C. Aided by Local 730 as well as the IBT Organizing Department and Public Employees Division, they took on AFSCME to win the right to represent these dissatisfied and underrepresented District workers. Local 639 officers also carried their message convincingly to the public and the workers involved through a series of rallies. meetings, press conferences and the like.

Resounding victory resulted.

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### **ORGANIZE!**

### **ORGANIZE!**

Fifty-five workers at J.B.
Transportation voted for Teamsters Local 710 representation, while at Local 716, there are 14 new Teamsters at Paden Steel Co. Local 743 was victorious in bringing 42 people at Crestwood Terrace in. Local 781 reports 25 new Teamsters at Omega Leasing/Dollar Rent-A-Car, while Local 795 recently brought in a unit of 114 at Canteen Interstate also.

Local 856 has won a couple of recent victories, the first for a

unit of 65 people at the Sheraton San Francisco Airport and the second for 70 workers at Fred McGill, Inc.

At Local 861, 30 new Teamsters came on board after a victory at Michael Friedman & GI-DI Enterprises.

Local 911 reports a number of victories in California. These included: A unit of 33 employees at the Yorba Linda Water District, 88 employees in the City of Poway and 25 employees at AMPCO Parking Co. At

Local 957, victory was sweet for a unit of 75 at the Pease Co.

Local 986 recently reported wins for 35 people at Data Memory, 40 people at Corrugated Partitions, 24 people at ATA Stores and another 30 people at Weingart Center Association

Up in Canada, Local 987 reports 70 new Teamsters at Canadian Linen Supply.

Local 1110 reported a win in a campaign for 38 B.F.I. Waste Disposal employees.

### ry Holds Promise of Future Growth in the Unit

Workers covered by the new Teamster unit work as bus drivers and other transportation personnel, warehouse workers, as operating engineers, custodians, cafeteria workers, cafeteria managers and as employees at the Penn Center.





Local 639 has already announced that, once its new stewards are in place, the union hopes to launch a major campaign to sign up their fellow school employees.

"Our ability to win contract improvements will depend a great deal on our ability to build the greatest possible involvement of school workers in the Teamsters," Local 639's chief officer noted.

Feaster pointed out that during the time it represented D.C. Schools workers, AFSCME was only able to convince about half the work force to join its ranks, adding that probably had something to do with the overall weak AFSCME performance which led finally to the decision to switch unions.

Feaster is confident that the Teamsters will have a lot more success attracting workers to the fold. "We are prepared to aggressively solicit support and we're not going to rest until we've succeeded," he has pledged. So more new members could be on the way!

# American Luggage Industry 'Bagged' by Imports

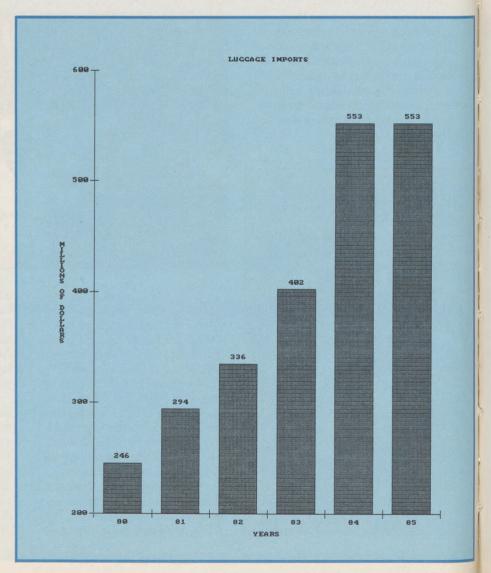


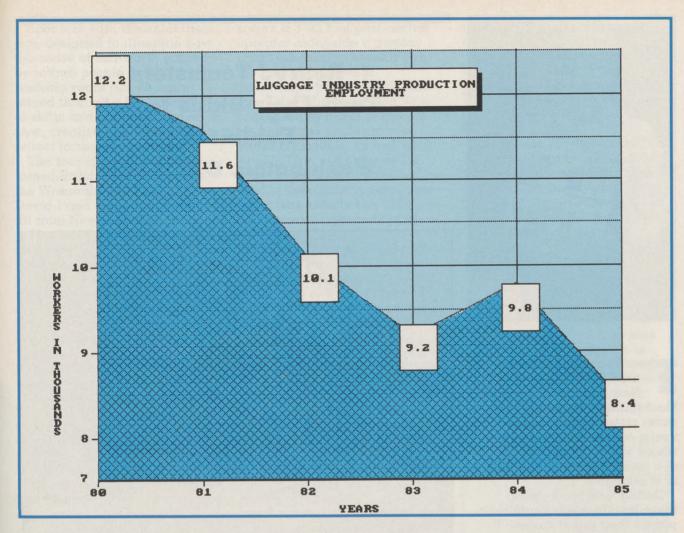
### A 'Buy American' Consumer Report

s the summer vacation season comes to a close, people may be considering replacing their old luggage. The holiday season also will be upon us in the not-too-distant future, and luggage products make excellent gifts. International Teamster takes this opportunity to remind our members that they can do their part to save the jobs of their fellow workers by purchasing quality luggage manufactured domestically.

### A Declining American Industry

Production jobs in the U.S. luggage industry have declined in recent years. Primarily this is due to a surge in imports, combined with decreasing exports over the last six years (see Chart 1). In every year the number of jobs in the industry declined with the exception of 1984 when the largest segment of the industry (textile luggage) received government protection through import quotas. When one considers that sales of luggage grew by 23 percent during the same period, the loss of employment seems all the more tragic.





In 1980, imports of luggage products totalled \$246 million, or 25 percent of all sales in the United States. By 1985, the value of luggage imports had more than doubled to \$553 million and accounted for more than 40 percent of the American market (see Chart 2). Taiwan, South Korea, China and Hong Kong accounted for 85 percent of imports in 1985. Workers in these countries are typically paid extremely low wages.

Although the U.S. has not traditionally been a major exporter in the industry, it should be noted that exports of American-made luggage products in 1985 were less than half of what they had been in 1980.

#### What We Can Do

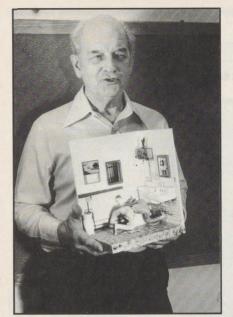
Consumers can support
Teamsters by purchasing Samsonite luggage manufactured at

the plant in Arizona. Local 104's Tucson office advises us that the entire plant is Teamster-organized and members there are involved in producing a full line of Samsonite products. In addition, available literature indicates that at least 80 other companies manufacture luggage domestically in a variety of styles and price ranges.

Industry sources tell us that no "Made in America" labeling program currently exists for luggage products. As a result, many American manufacturers do not identify their products as U.S.-made. However, there is a requirement that all imports must indicate the country of manufacture somewhere on the product. Therefore, before purchasing any luggage, have the salesperson assist you in determining whether or not it is imported. It should be noted that most Western European manufacturers frequently boast that their goods are "Made in Italy" or "Made in France," whereas most Far East manufacturers place country-of-origin information in the most inconspicuous location.

By now, we are all aware of the connection between America's deteriorating trade position and the availability of jobs. The domestic luggage industry affects workers in textile, plastics and leather production, as well as those employed in assembling operations.

There is only so much any individual can do to help with the problem. But if we think of dollars as votes, and cast those votes in support of American workers through the purchase of high quality, domestically made luggage products, together we can begin to make a difference.



# Retired Teamsters Turn Their Skills to Art; Exhibit in Washington, D.C. Show

our Teamsters, who retired from IBT Local 237 in New York as a caretaker, blacksmith, exterminator and water meter reader respectively, are among 17 artists whose work was recently part of a major exhibit at a gallery in Washington, D.C.

During their work years, these four Teamsters rarely displayed their artistic talent. It wasn't until they retired and became active in the Retiree Division of Local 237 (which is affiliated with the International Teamsters Retiree Association) that their artistry with brush and palette, kiln and clay, and mallet and stone, was brought out and encouraged.

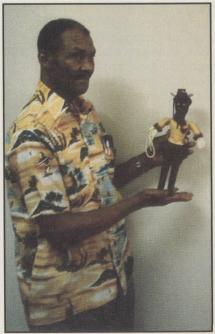
Some of their work, created during classes held at Local 237's offices, was recently shown as part of an art exhibition entitled, "The World of Work." The exhibit, on display from July 28 to September 19 at the Gallery Patina at the National Council on the Aging, was a collection of folk art by retirees reflecting occupational and union experiences.

The exhibition was jointly sponsored by Local 237 and Elder Craftsman, Inc.—a voluntary, not-for-profit handicraft organization for seniors, with a big assist from the NCOA.



(Photos courtesy of Nancy Wells.)





Sponsors said the exhibition was designed to illustrate how the sense of self-worth gained by retired people during their working years can be maintained through a continuation of skills and the development of new, creative talents that often reflect former occupations.

The four retired Teamstersturned-artists exhibiting were Ike Waksenbaum, Henry Nixon, David Fried and John Hartter, all from New York City.

The Teamster-artists collectively exhibited 12 works of art in leather, wood, ceramic and papier-mache. Fried, who served as a Navy chaplain during World War II, displayed four walking sticks that contain hand-carved Hebrew inscriptions and symbols. During his years with Local 237, Fried worked as a housing caretaker.

Nixon, who is 73 and a retired blacksmith, was responsible for shoeing the horses of New York City's mounted police. A former cavalryman in an exclusive Black regiment in World War II, Nixon is an expert with leather. He fashioned several belts and a 15-inch-tall figure made of leather and felt for the exhibit.

Waksenbaum, who retired as a supervisor for pest control, created two papier-mache works of art that dramatically show what life was like as a pest exterminator in New York City public housing. One work

shows a 3-1/2 foot pest control operator alongside a display board containing several common household pests.

Hartter, who at 74 is the oldest of the four Teamsters, is a retired water meter inspector. He had three papier-mache works on exhibit, as well as a sketch. One piece showed a man on his knees searching behind a toilet tank to read a meter; it was selected as the cover for a brochure promoting the exhibition.

The four were strangers when they joined Local 237's active Retiree Division but over the years they've come to know each other well, while participating in the educational classes, field trips, workshops, theater trips, excursions, political forums and other functions arranged for division members by its director, Maggie Feinstein.

It was at a union arts and crafts session that the four Teamster-artists showed they had the "right stuff." The quality of their work was so extraordinary that Feinstein and an art instructor agreed to sponsor a contest, open to all retirees living in the New York metropolitan area. The 100 finest works of art would be chosen by a panel of respected judges for display at a major exhibition.

Only one condition was stipulated. The objets d'art had to depict a work experience. After a year-long competition, 100 art pieces created by 17 artists were selected.

"The experience of 40 years of work should not be abandoned at retirement," Maggie Feinstein noted. "They should be tapped like natural resources, both for the personal, inner rewards they bring and for the pleasure and encouragement they give others."

Feinstein said retirement is a time to reflect upon and analyze pride in life's work and the vivid remembrances of work's daily ups and downs. "This exhibition," she said, "reveals through artistic expression the meaning of work, retirement and associational ties."

Or, as John Hartter voiced as he watched his work being packaged for shipment to the Washington gallery, "I guess I never really retired, mentally, from the job."

These four Teamsters are symbolic of the nearly 500,000 Teamster Retiree Department members we have today. They are active, involved, interested and contributing to their communities, and in the process, are bringing glory and honor to the union they still love.

The IBT is proud that it was at a Retiree Club class that these senior Teamsters discovered their long-hidden art talents. Sponsoring such classes is just one of the ways Teamster locals are keeping one of our most valued resources—our retired members—united, involved and enthusiastic in today's Teamsters Union.

Retiree Div.

pear Mr. Greene:

The white House

\*\*Simulation\*\*

June 4, 1986

Dear Mr. Greene:

I want to thank you for your message of support for our servers to the control of the c

Retired Local 237 Teamsters John Hartter (left) and Henry Nixon (below, right) were two of four Teamster exhibitors in a recent national art show at the Patina Gallery in Washington, D.C. They are shown with two samples of their work, Brother Nixon's a 15-inch figurine fashioned out of leather and felt, and Brother Hartter's a papiermache piece showing a New York City water meter reader searching behind a toilet tank to get a reading. Another example of Brother Hartter's work, depicting a journeyman pipe fitter instructing a young apprentice on how to tread pipe, also was among the 100 objets d'art on display at the galley during a recent exhibition.

# UNION-I

### THE IBT POSES NEW SOLUTIONS T

Suppose one day the company you work for changes hands. No one knows much about the new owner or his collective bargaining background and attitudes. The new firm appears to be anti-union in its other operations.

What if minor or major changes start occurring in your plant? Or what if seniority comes under fire or there are a growing number of delayed or stalled grievances, causing irate employees to seek other avenues by which to settle their disputes with management?

Perhaps supervisors start taking new training programs, called "Improved Communication," "Productivity," or "Labor/Management Relations." Employees are invited to small meetings and solicited for their ideas. Attitude surveys or questionnaires are distributed in the name of "improved communication."

hat would you think if any of these things happened at the place you work, say over a period of several months or years?

Unfortunately, most of us would let it slide, perhaps not even noticing such subtle differences in our workplaces until it's too late. All, however, could be signs of a union-busting effort or decertification drive just about to get under way.

Countering such threats and helping Teamster locals remain strong, vigilant representatives of their members in the face of an ever-increasing onslaught of slick employer and consultant tactics is the IBT Education Department.

It is no secret that millions of dollars are spent annually by companies on lawyers, consultants, lobbyists and others in their efforts to enact unfavorable labor legislation, curtail union organizing activities, stall negotiations, obstruct the grievance procedure and even ensure an anti-union press, all in an effort to bust the union in one way or another. The whole process is dedicated to minimizing a union's effectiveness in the workplace and/or eliminating its right to exist altogether.

This IBT branch has examined the tactics and methods used by union-busters nationwide and has recently implemented a major new IBT program to combat their efforts.

### **Fighting Fire with Fire**

Mary Lazarsky, an instructor/ writer with the IBT Education Department, points out that many of the techniques being used by today's union-busters are standardized and have distinctive warning signs, since there are a number of instruction manuals with guidelines for the would-be union-busters to follow.

The IBT Education Department's very effective early alert program warns Teamster officers and stewards of the many warning signs and pitfalls of the newly developed tactics.

Teamsters believe they can beat the union-busting tilt by forewarning our affiliates about such tactics and giving them ways of combatting them, should they come face-to-face with them.

The Teamsters' counteroffensive on union-busting emphasizes programs that rely more on preventing such programs from finding fertile ground than on stopping union-busting efforts, once they've taken root and begun to spread.

# USIING

### NS TO AN AGE-OLD PROBLEM

Education has, in recent months, conducted a number of seminars for Teamster affiliates in response to their growing concerns, acquainting our local union officers with how to recognize and thwart the tactics of the typical union-busting assault. Teamsters attending these classes are also advised on how to promote a pro-union climate in the workplace and how to encourage a sound, prolabor attitude in the community.

### Changing Industries, Changing Tactics

One such session was conducted in June by the Central Conference of Teamsters Brewery and Soft Drink Workers Division at the request of CCT Division Director Bruno Myszkowski. Another was convened by Secretary-Treasurer Dan Bryant of Local 289 in Minneapolis a few weeks earlier.

In both classes, Lazarsky discussed the activities of lawyers and management consultants and detailed ways in which their efforts can be combatted, providing many of the warning signs, such as those mentioned at the outset of this article, that can alert a union group to the

potential for a decertification drive or union-busting initiative during an organizing campaign.

"We're working on keeping the union actively involved in the workplace," Lazarsky says. "We're trying to change workers' attitudes, to prevent them from being approached by union-busters in the first place."

One of the first things Teamsters educators point out is that the assaults today come from many directions, one of the most powerful, the legislative arena.

By monitoring legislation carefully, becoming active participants in the legislative process, lobbying for favorable laws and protections and getting our membership interested and involved in DRIVE, we can do much to stop the union-busters' devastating maneuvering on Capitol Hill and in our state legislatures.

### Think of the Impact

How can legislation affect us? Consider just a few of the measures before Congress in any legislative session. Can anyone deny that plant closings/relocation legislation, import restriction policies, deregulation efforts, labor law violation amendments, work at home programs, use of other laws such as the bankruptcy laws to negate the union contract and the abuse of reporting requirement rules can do much to harm workers' interests?

### **Back to the Basics**

The Teamster strategy for success is simple. To prevent union-busters from finding fertile ground, it's important for every Teamster local to maintain open, active lines of communication with each bargaining unit, to remain involved in the activities and interests of each shop and its members, to police and enforce that union contract, and to anticipate and be aware of changes in the membership and workers' needs, as they occur.

No successful Teamster leader has to be told, of course, that education and strong, effective leadership are keys to keeping the membership involved. It's important for the union to be up front with the facts, to diffuse rumors with accurate information, to be available on a day-to-day basis for



### **UNION-BUSTING**

questions and be first to confront negative aspects of the employer's anti-union campaign.

### **Confronting the Issues**

The IBT program also provides nuts-and-bolts answers for those facing a union-buster's tactics. By showing union-busting tapes, such as "Living through a Strike," and then discussing the tactics employed, members and stewards can identify the similarities of the techniques most commonly used. Unless workers have a familiarity with such tactics, Lazarsky adds, they could be devastated when such tapes are presented by an employer, at some consultant's suggestion, during an organizing or decertification drive.

### Mind Games Employers Play

During these classes, Teamsters also explore the topic of industrial psychology, detailing the many ways "employers can play with their workers' minds these days," as Lazarsky terms it.

In such segments, the group discusses the use of polygraph tests, pen-and-pencil psychological tests and other tools employers use to survey their workers.

Consultants sell such tests, promising that their results are usually 96 percent accurate and can help an employer determine whether workers are honest. More than 500,000 of one particular test alone—the Stanton Survey—were administered just last year. Thousands of other tests, ranging from honesty tests to personality indicators to attitude surveys, are administered daily to the unsuspecting employee or job applicant, showing that the

popularity of such testing batteries is growing.

Such testing can, of course, give employers insights into a wide range of attitudes, interests and ambitions of their employees.

Pre-employment testing, for example, can be used to determine those individuals who are "compatible" with the company. Honesty tests, among others, are used not only to weed out employee misconduct but to determine which individuals show promise for high performance and reliability. Consultants sell these tests by convincing employers that trustworthy employees are more productive.

Such tools can be used in promotion and transfer situations, when thefts occur and in a variety of other scenarios to assess workers' attitudes and, in the process, determine their union sympathies and other factors of interest.

Lazarsky points out that it's important for the Teamsters and other unions to acquaint our members with the wide spectrum of psychological tests being employed today so that workers are aware of their many ramifications, before they take such tests.

Lazarsky notes that many of the tests, even those said to be "confidential and anonymous,"

### The Employer's Arsenal of Tricks **HOW TO PREVENT** AND COMBAT UNIONIZATION SUCCESSFULLY YOUR PEACE SURIN MANAGEMENT GUIDEBOOK Designed To Give Seminar Participants Needed Manage Tools To Prevent And Combat Union SESCO MANAGEMENT CONSULTANTS THE DARTNELL INSTITUTE OF MANAGEM 4652 Raverswood Ave., Chicago, IL 60640

can be coded to identify individuals being tested.

With more and more employers relying on the results of such testing to implement personnel decisions, it's imperative that Teamsters know fully just how much such testing can reveal about them.

### Coping Skills

An important phase of each session is the group's development of an "action plan" to effectively counter specific union-busting situations. This involves teaching participants how to assess an employer's attitudes, examine warning signs, make employer and bargaining unit assessments, and make sure there are no weaknesses in the bargaining unit, since employers will play on any weaknesses.

### We Need to Be In-Touch

Lazarsky points out in such programs the importance of being aware of bargaining unit attitudes, as well as the need to take the pulse of the membership on a constant, daily basis.

She encourages frequent meetings, such as the CCT session, which was conducted as a part of the division's quarterly meetings, to keep affiliates updated on what's going on around the U.S. and Canada, as well as in specific industries.

### **Watch the Patterns**

Labor leaders have long known that consultants tend to begin a successful union-busting program in one area, before expanding nationwide. Coordination and communication among IBT affiliates are essential in spreading word of such efforts and combatting the more imaginative techniques.

The union-busting program is especially effective, since it can be tied in with other educational efforts. Another component of the CCT program was a discussion among participants

about an alcohol and substance abuse program recently implemented under the Teamsters' National Master Freight Agreement and the growing demands for similar programs by employers nationwide. IBT Industrial Hygienist Suzanne Kossan Lowman detailed what such programs entail and described what Teamsters need to know, should such programs be implemented in their workplaces. She described the essentials of any "good" testing program, urging IBT affiliates to be very critical of any program introduced.

### A Labor Academy Essential

The essentials of the union-busting program are also being disseminated at the IBT Leadership Academy in classes taught by its director, Art Kane. He incorporates it with sessions for business agents, showing them how to detect when an attitude survey is being introduced in a plant and how to respond. The key element, however, is that promoting the pro-union climate is the only way to turn things around.

There, Teamster officers are also introduced to the important concept of how to recognize when a decertification attempt is being put into motion and are trained to be cognizant of the signals and factors that indicate dissatisfaction among employees.

Several upcoming seminars, including a September 20 session at Local 471 in Minneapolis, Minnesota, also are planned. Originally, Local 289 in Minnesota requested a program because of the Hormel labor unrest situation. Local 471 later requested assistance in answer to a growing interest in this field that springs from challenges above and beyond the Hormel situation.

"Everyone realizes that what happened at Hormel can happen anywhere," Education Department personnel point out. "Today, employers are getting more hostile. Many get involved in long-range, sophisticated decertification plans and no one is immediately tipped off. Some companies have a ten-year plan for getting rid of the union," they point out. "They try to initiate programs to render the union powerless, to show the union as unreachable or impotent.

"Employers try to humanize the workplace; they portray the boss as a nice guy, tossing out subtle questions such as, 'What do you need the union for.' Pledges of enhanced job satisfaction, increased worker input in decision-making and employer/employee cooperation often vanish in smoke after the workers have voted the union out.

"Where companies succeed in throwing the union out, workers quickly find out the answers," Lazarsky notes. "The employer hasn't gotten any better; things stay the same, only now the workers have no union to defend them.

"Everyone's for solidarity in Poland, but they certainly don't stand up for it here in the U.S. or Canada. Most people don't know much about unions," she points out. "We in the unions have slowed down in our efforts to cultivate support and partners.

"This has been a problem since the early 1970s," Mary adds. "Today we are thinking of creative ways to fight back. Solutions include educational awareness and coordination between affiliates. Our action plan includes innovative representation, political action and better utilization of the media to promote a pro-union climate; lawyers are advising us on what we can do. We're trying new methods in a variety of areas."

Beating the union-busters is never going to be an easy job, especially when less than 20 percent of the work force is organized, but it's a job Teamsters have pledged their best efforts to achieve.



### TWO MORE ACADEMY CLASSES CONVENE

he IBT Education Department, keeping to the ambitious schedule it arranged earlier this year, recently hosted two additional Teamster Leadership Academies at IBT headquarters.

The first, which took place from July 21 to July 25, attracted 24 Teamster leaders from around the country. The second, which convened from August 18 to August 22, was attended by 21 enthusiastic Teamsters eager to hone their representation skills.

With all the new challenges facing them in the field today, Teamster local union officers are increasingly looking to the International Union for advice and suggestions on how to cope. Attendees at the six Labor Academy courses held thus far are agreed that the new program created at headquarters is providing the answers they need to confront the challenges they face.

Teamsters involved in TLA-5 included:

- John Grof, Teamsters Local
   24, Akron, OH;
- John F. Mandaro, Local 95,
   Williamsburg, VA;
- Thomas Sawochka and Ronald Engel, Local 142, Gary IN;
- Roy Custer, Local 202, Bronx, NY;

- Greg LaFoy, Local 232, Fort Edward, NY;
- Will L. Ewart and Richard A. Schmidt, Local 238, Cedar Rapids, Iowa;
- Hubert C. Dietrich, Local
   249, Pittsburgh, PA;
- Perry V. Baron, Local 282, Elmont, NY:
- Robert DeStefano, Local 348, Akron, OH;
- Gerard F. Moran, Local 384, Norristown, PA;
- Raul Lopez, Local 396, Los Angeles, CA;
- William D. Cassidy, Jr. and Sam Trecarichi, Local 407, Cleveland, OH;
- Albert K. Bentz, Local 471, Minneapolis, MN;
  - Larry Petrie and Carlos

Borba, Local 490, Vallejo, CA;

• Ralph Saar and Thomas C. McFarland, Local 554, Omaha, NE:

• Thomas K. Moskal, Local 726, Chicago, IL;

 Roy Essex and John Woodall, Local 730, Washington, DC, and

Ervin Williams, Local 822,
 Norfolk, VA.

Participants attending TLA-6 included:

 Ronald McClain, Local 147, Des Moines, IA;

Jim Tobin, Local 150, Sacramento, CA;

 June Delcastillo, Local 320, Minneapolis, MN; Jack J. Jorgensen, Jr., Local
 359, Minneapolis, MN;

• Carl Lindeman and Violet Doke, Local 396, Los Angeles, CA:

 Ronald B. Owens and Patrick Burns, Local 406, Grand Rapids, MI;

Steve French, Paul Labuda, Bob Sweet, Al Mixon, Ed Thomas, Dan Kolar, Jim Novosel and George Vorell, Local 507, Cleveland, OH;

• Clifford Williams and Carl Browning, Local 554, Omaha,

 Dennis Battenfield and Lloyd Hamill, Local 767, Arlington, TX, and

• Edward Martinez, Local 808, Woodside, NY.



### WOULD YOU LIKE TO ATTEND THE TLA CLASSES?

Teamsters who would like to attend one of the two remaining TLA classes scheduled for this year can send their registration requests to the IBT Education Department.

Currently, classes are scheduled for September 22-26, October 20-24, and November 17-21.

If you'd like more information about the program, please contact:

Arthur F. Kane, Director of Education 25 Louisiana Avenue, N.W. Washington, D.C. 20001



### Jackie Salutes MDA

President Jackie
Presser is justifiably
proud of our union's long
and generous record of
contributions to good charitable causes.

In a recent videotape, made to be shown during the 20-hour-long annual Muscular Dystrophy Association Labor Day Telethon, Presser praised this group's vigilant efforts to vanquish neuromuscular diseases. Jackie singled out Jerry Lewis, its head, lauding his continuing efforts to bring a better life to "Jerry's Kids," youngsters and adults alike.

The check the IBT General President presented to Lewis via audiovisual magic was for a whopping \$237,000. More than \$200,000 of this represented the proceeds of a testimonial for Presser, held last April in Ohio. The remainder represented a corporate donation from the IBT.

Teamsters around the country, as Jackie pledged to Jerry on the air, added to that contribution by calling in their individual, local union and joint council pledges during telethon weekend, August 31-September 1.

Teamsters have a lot of heart! We know it, and we want the world to know it, too!

### Teamsters Go on the Record to Protect Driver Members in Face of Latest BMCS Changes



the IBT Safety and Health Department has called on the Department of Transportation to strengthen hours of service regulations for commercial motor vehicle drivers. The IBT's comments were in response to a notice of proposed rulemaking by the Department's Bureau of Motor Carrier Safety.

Specifically, BMCS is proposing several revisions to the Federal Motor Carrier Safety Regulations. In Section 395.2(a) (8), BMCS is proposing to change the current definition of "on-duty time," which requires a driver performing compensated work for any other carrier to include those hours in the daily/weekly hours of service limits. The proposed change would require the driver to include in the daily/ weekly hours of service limits any hours worked and compensated for "any other person."

The IBT stated that it is in support of this proposed change, based on the responses from a recent TITAN survey of 142 IBT driver-affiliated locals. Of those locals responding, 114 locals supported the revisions, citing safety reasons and concern for driver fatigue.

The IBT told BMCS, however, that support of the proposal was conditional, based upon BMCS's commitment to amend the logbook to reflect these changes and its commitment to enforce these regulations with the carriers, not just the drivers.

BMCS is also proposing, in its notice, to delete certain items from the driver's log. Those items which may be de-

leted are: Total mileage today, home terminal address, origin and destination points. The IBT took a strong stand against deletion, arguing that "hours of service violations are rampant" and that the items serve a useful purpose by assisting with the enforcement of the hours of service regulations.

In its comments, the IBT reminded DOT of the seriousness in which the union views the federal hours of service regulations, as evidenced by the IBT's successful court challenge initiated when DOT last attempted to weaken the hours of service

regulations.

The IBT also urged BMCS to prohibit a carrier from allowing a driver to perform non-driving duties after he/she has been on duty 60 hours in seven days (70

hours in eight days).

"In our view, the safety of an employee and the overall safety of an operation are endangered when a fatigued driver works in a non-driving capacity after being on duty 60/70 hours," stated IBT Director of Safety and Health R.V. Durham. "The employee's safety and the motoring public must take priority," he stated.

### Protections Urged for Hospital, Warehouse Workers Against Ethylene Oxide

federal appeals court has ordered OSHA to adopt further rules to protect workers from exposure to the chemical, ethylene oxide, or state reasons why the agency cannot.

This decision was a result of a court challenge against OSHA on their ethylene oxide regulation, which failed to give workers any protection from shortterm exposure to the material.

Ethylene oxide, a gas, is used in manufacturing and as a sterilizing agent. Hospital workers, manufacturing workers and warehouse employees may be exposed to the material. The material has been found to increase the risk of genetic damage, reproductive problems and cancer in humans.

In 1984, the IBT Safety and Health Department was asked by OSHA to comment on the question of whether there should be a limit set to protect workers from short-term exposure to the material. In a letter to the director of the OSHA Health Standards Program, the IBT stated that a short-term limit was needed and well-supported by scientific studies. Apparently, the federal appeals court agrees with the IBT and thinks OSHA should act.

### **Long-Awaited Asbestos Standard** Improves Protections, But Could Be Better

n June, OSHA published its long-awaited new asbestos standards. It issued two separate standards: One for general industry, and one specifically for construction. The construction standard also covers asbestos removal, and renovation, alterations, maintenance or repair work on structures containing asbestos.

This is the first time in OS-HA's history that a separate health standard has been designed specifically for construc-

tion.

Virtually all of the new reguirements are scheduled to take effect next January 16 for construction. In general industry, different requirements have different start-up dates, ranging from July 21 of this year to July 20, 1988.

One of the most significant changes is that the permitted asbestos exposure limit will drop to one-tenth of the current limit: down to .2 fibers per cubic centimeter of air. (This is equivalent to 200,000 asbestos fibers per cubic meter of air.) This takes effect July 21 for general industry; January 16, 1987 for construction.

Other major changes for both industrial and construction workers involve respirators. For one thing, paper dust masks will no longer be permitted for

asbestos work.

If you use a non-powered respirator with replaceable filters for asbestos protection, your employer will have to conduct much more elaborate fit-testing than was usually done in the past, to ensure that you get a good seal between your face and the respirator. Most employers will choose a method called qualitative fit testing, usually using banana oil as the



test chemical. Following OS-HA's directions, this will probably take about a half-hour per person. It has to be repeated at least every six months.

Another breakthrough is that a worker can request a powered air purifying respirator (PAPR) instead of a non-powered type, and the employer will be required by OSHA to provide it.

This type of respirator uses a battery-powered electric air pump to pull air through the filters and blow filtered air continuously into the worker's face-

piece.

A number of asbestos removal contractors have voluntarily switched over to powered air purifying respirators in the last couple of years. We expect more employers to go to PAPRs, now that they are faced with the added trouble and expense of rigorous fit-testing with the non-powered types. In addition to not needing fit-testing, PAPRs generally offer a higher degree of protection. And most workers find them more comfortable especially in hot environments.

The construction asbestos

standard will make a number of things mandatory that have been followed by the more responsible contractors for years.

Beginning January 16, 1987:

All removal, renovation, maintenance and repair jobs (except small, short-term ones) involving asbestos will have to have the work areas sealed with plastic and kept under negative pressure, to keep asbestos from contaminating the surrounding area.

All workers inside this enclosure must have protective clothing, as well as respirators.

Clean change rooms and showers must be set up next to the work area, so workers can remove their contaminated work clothes and shower before entering the clean change room to put on their street clothes.

A major new requirement for asbestos construction/renovation/removal/repair work is that it must be supervised by a "competent person" with both the knowledge and the authority to institute all of the required protective measures. OSHA requires this person to have special training, which will usually involve a four-tofive-day asbestos removal training course.

While the new asbestos standards are far more protective than the old asbestos standard, they fall short of what the IBT has been seeking in several important areas. While the IBT Safety and Health Department had supported a separate asbestos standard for the construction industry because of that industry's unique characteristics, it was seeking a more protective exposure limit and a special limit for short-term exposures to asbestos.

### **\$1 A WEEK FOR DRIVE: AMAZING**

rom Texas to Virginia,
California to New York
and Massachusetts to
Georgia, Teamsters are out
there beating the drums for
DRIVE, the union's political action committee.

Election 1986 is only two months away and Teamsters are determined to make as strong a showing in the election day campaigning as we have in the primaries over the past few months.

Thus far this year, hundreds of candidates have received generous IBT DRIVE donations toward their reelection campaign coffers. In the coming weeks, locals which have given generously to DRIVE will be able to access these political action funds to deliver additional donations to incumbent candidates and newcomers alike, all of whom share one virtue—an interest in seeing working men and women get a fair shake.

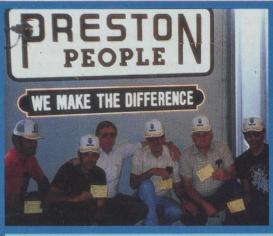
DRIVE (Democrat, Republican, Independent Voter Education) gives to political campaigns and good causes at all levels of government—from the U.S. Congress, where we support good candidates for the Senate and the House, irrespective of party, to the state legislature, the county council, city government and town council—wherever workers' interests need protecting.

The IBT DRIVE team, charged with attaining an eventual \$5 million annual goal, is using the pre-election interest to drive home to Teamsters the importance of our political involvement.

Recently, DRIVE field representatives visited Local 528 in Atlanta, GA; Local 171 in Roanoke, VA; Local 767 in Arlington, TX; Local 150 in Sacramento, CA; Local 526 in Fall



### HOW SO LITTLE HELPS SO MUCH





Local 171, 767 and 150 Teamsters know DRIVE can make a difference and are doing their part!

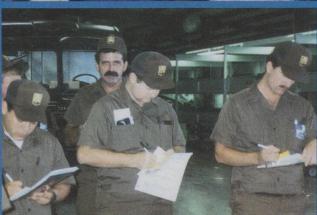


River, MA; Local 445 in Newburgh, NY; and Local 988 in Houston, TX, with tremendous results.

At Local 528, a recent DRIVE swing through the state began with a meeting at Local 528, attended by 24 of the Augusta, GA, local's job stewards. Leading the way, each steward pledged his/her support for DRIVE by signing a checkoff card at the kick-off for the campaign. Early on, the Teamster team visited with job stewards at Murray Biscuit in Augusta, where Stewards Thomas J. Leverett and Calvin Swinger helped sign new DRIVE members, including driver Melvin Adams and others.

Teamsters at Lilly Tulip in Augusta, GA, manufacturer of the world's most recognizable paper products, also heard the pitch for DRIVE. Lilly Tulip Stewards Michelle Sanders, Louis D. Tyler, Annie Ruth Norman, James Gulatt, Amos Andrews, Sam Crawford, Johnny Glasker and Charles Dunn helped Business Agent Don Skinner get hundreds of DRIVE membership cards signed at the company's plant in Augusta, Georgia.







### DRIVE

Tommy Roger Burley, one of Local 528's finest young Teamsters employed at the plant, thinks DRIVE's so important that he made a special trip to the union hall to sign a DRIVE card for Skinner, after learning the DRIVE team had already visited his employer.

At Local 171 in Roanoke, VA, drivers at Preston Truck Lines were the latest to sign on the weekly checkoff authorized by the latest National Master Freight Agreement. These Teamsters know that political might is our best defense.

Arlington, Texas UPSers heard the DRIVE appeal from their Local 767 officers. There, after a visit to the UPS Depot, drivers and warehouse Teamsters signed the weekly checkoffs in numbers to make their

officers proud.

Sacramento, CA, Teamsters at both United Parcel Service and Consolidated Freightways listened to a DRIVE appeal from Local 150 leaders. CF Local 150 members heard a report from Business Agent Chuck Norris on the importance of the union's political action program. Those who volunteered a donation were rewarded with DRIVE caps. Their response was tremendous since, by the end of his visit, just about every Teamster in the room was decked out in one!

UPS Package Car Driver Connie Murray is another Local 150 member who came, listened and responded with a pledge, as did a number of her colleagues, on hearing about the need for continuing contributions to this important cause.

Local 445 of Newburgh, NY. put forth a tremendous effort for DRIVE a couple of weeks ago. There, Teamsters attended a local union meeting and again heard the call to be active politically; they also received DRIVE materials explaining the legislative issues currently being lobbied. These Teamsters had the pleasure of watching as their officers presented surprised IBT DRIVE representatives a \$16,250.75 contribution check to national DRIVE on behalf of the members of Local 445. This contribution will, in turn, help the Teamsters Union win and hold on to Number One status as the nation's top labor PAC.

At Local 526 in Fall River, MA, officers are READY! With a DRIVE campaign currently under way in that state, the local's leaders recently hosted a political action awareness program as part of a regular local union meeting. DRIVE materials were distributed to all participants to acquaint them with today's legislative and political problems. Result: a new concern for and interest in DRIVE's activities.

Finally, in Houston, Texas, there are some really dedicated Teamsters among the employees of Jones Truck Lines. There are 48 city employees at Jones' terminal there, each a Local 988 member, and all 48 have signed the weekly DRIVE checkoff card! Local 988 President Richard Hammond fairly bursts with pride when he reports that Jones in Houston is 100 percent DRIVE active!

Remember, with Election '86 fast approaching, political action is in your best interest. Be sure you're registered, so you can go to the polls. Then get active in DRIVE, your chance to make your Teamster voice heard in the political process.



Teamsters from Locals 445, 988 and 526 support DRIVE.





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### DRIVE:

### THE KEY TO JUSTICE AND LIBERTY FOR ALL TEAMSTERS

'Government (in a democracy) cannot be stronger or more tough-minded than its people. It cannot be more inflexibly committed to the task than they. It cannot be wiser than the people. . . . . As citizens of this democracy, you are the rulers and the ruled, the lawgivers and the law-abiding, the beginning and the end.'

DRIVE is one of the nation's most effective political action committees. Nineteen eighty-six, however, is an election year, and DRIVE's going to need every dollar we can muster to carry our message home in key races at the city, county, state and federal levels.

You can help! Your DRIVE checkoff dollars are making a real difference. They are vitally important if we are to stay on top. Keep those DRIVE checkoffs pouring in and next fall, there will be no doubt anywhere about who the Teamsters are! We're counting on you!



### **DRIVE**Democrat Republican Independent Voter Education

Local Union #

| I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this             |
|--|
| voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, |
| state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve   |
| merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.                       |

I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.

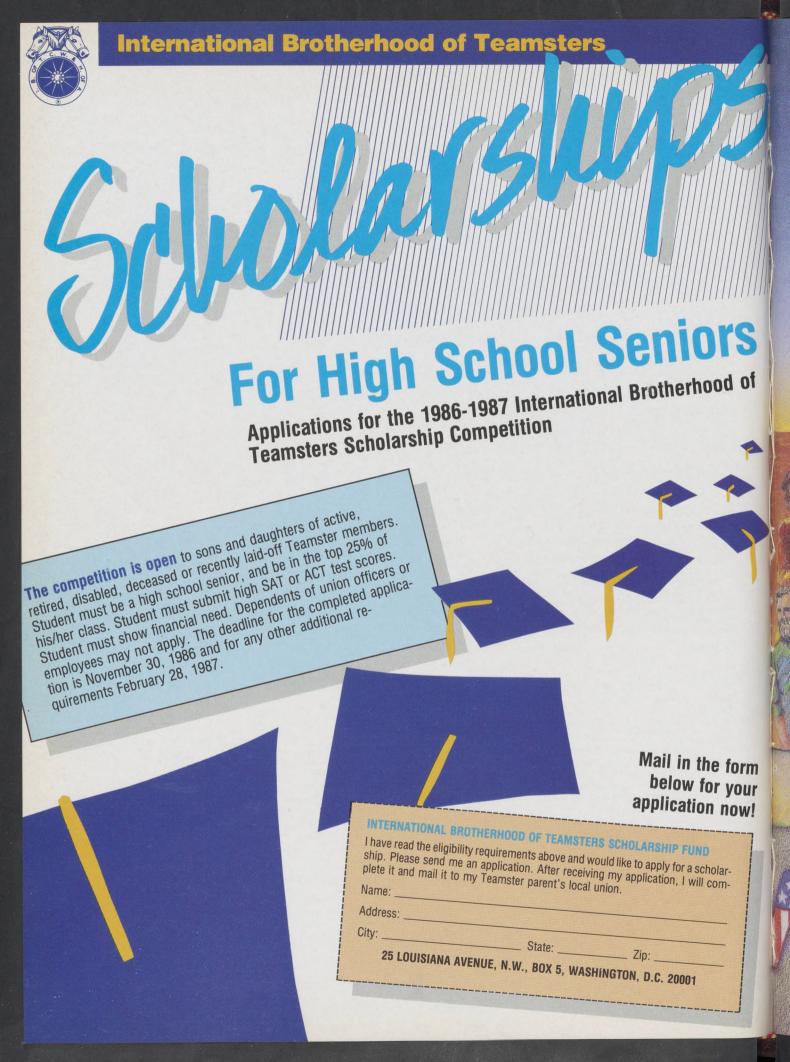
I reserve the right in accordance with the applicable state or federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.

Suggested voluntary contribution:

Classification

| Dist. No.   | ®      | 14            | Original copy to Employer White copy to National Drive |                  |  |
|---|--------|---------------|--|------------------|--|
| Social Security Number  | City   |               | State  | Zip              |  |
| Name — Please Print   |        | Address       |  |                  |  |
| Name of Company — Please Print  |        | Signature     |  |                  |  |
| A copy of the DRIVE report is filed with th<br>Federal Election Commission, Washington, |        | ission and is | s available for p                                      | urchase from the |  |
| \$1.00  | \$2.00 | \$3           | 3.00   | Other            |  |

What About It?



THE INTERNATIONAL Buy **American Program** DEDICATED TO SERVICE OCTOBER 1986 Hobbs Act Pay Equity **Trade** Polygraph Double-Bills Testing **Breasting Plant** Closings Davis-Bacon **Immigration** Drug-Free Workplace Election 386 When Workers Vote We Can Beat **Anti-Labor Legislators** Register & Go To The Polls Your Voice & Vote Count

### THE PRESIDENT'S MESSAGE

and as it is to believe, another national election is fast approaching on November 4.

Teamsters who have heard our repeated appeals to support DRIVE and get active in the political process now have their opportunity to show through their ballots that they believe in this political system of ours and are willing to get involved to make a difference—to win a fair shake for organized labor.

Come Election Day, it really isn't important whether you vote Democratic, Republican or Independent. It is important that you vote for members of Congress and the Senate, as well as other legislators, who will represent the Teamsters' interests and labor's viewpoints.

For more than two years now, your union has been encouraging renewed interest in politics by our affiliates, our members and their families. As we've seen by DRIVE's growth in recent months, we're becoming a mighty constituency. By following up our DRIVE support by registering and going to the polls, we can give this massive constituency a voice, one that will shake the vested interests up and stir our legislators if we speak loud enough and long enough.

It's important that you're with us. As an expression of our new determination, this issue of *International Teamster* carries an extensive voting record, which details all the key issues, as we in the Teamsters see them.

I urge each of you to study them with all voting age members of your family.

Additionally, for the first time in recent history, the union is indicating with a checkoff our IBT endorsements for key Senate races throughout the nation.

Senate races were selected

because although 435 Representatives will also be elected this year, in the Senate, the stakes are particularly high in 1986.

These 34 races are the most important of all contests because they will determine the makeup of the new 100th Congress, as well as its philosophical tilt.

Should anti-labor legislators dominate that body, times could get terribly tough for workers. To those of us in the Teamsters, it's vitally important whether labor, and Teamster members especially, will receive the kind of backing they deserve from the new Senate.

We felt it was so important that we recorded those candidates endorsed by Teamsters throughout the nation. We wanted to give each member a feel for the type of candidates who are running.

Where the endorsed candidate is not the incumbent, you can rest assured that your area conference or joint council or local union was very much involved in the process that resulted in the Teamster tip of the hat toward that contender.

DRIVE, as we've said so often, works hand-in-hand with your local political action programs to seek out and support the very best candidates, regardless of party. We feel DRIVE has done that again in 1986.

We encourage each member to seek additional information about the candidates as well. Ask who your local union, joint council and area conference have endorsed before you go to the polls. We encourage you to vote. This is what DRIVE is all about.

As we go into the elections this year, we are proud to point out that, for the first time in recent memory, DRIVE has not had to go to any candidate hat-



**Jackie Presser** 

in-hand without the wherewithal to make a meaningful donation. Thanks to your support of this IBT program and your DRIVE donations, we are being recognized as a major political force this year.

Candidates know, too, that we can back up those donations with infusions of manpower, help on telephone banks, personnel for get-out-the-vote drives, pollwatchers on election day, and a vast array of educational/information services.

Political activism is an important part of the union these days. What our legislators decide impacts on the lives of every one of you, too, so we urge you—GET INVOLVED, GO TO THE POLLS AND VOTE.

Remember, the way to a better life starts with the decisions you make in that booth November 4. Pull the right levers and workers will get a fair shake for a change. It's up to you!

Fraternally,

Jacki Tussu

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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Volume 83, No. 9

October 1986

### General Executive

Board IACKIE PRESSER JACKIE PRESSER
General President
25 Louisiana Ave., N.W.
Washington, D.C. 20001
WELDON MATHIS
General Secretary-Treasurer
25 Louisiana Ave., N.W.
Washington, D.C. 20001 JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES Second Vice President 2801 Trumbull Ave. Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN Fourth Vice President 1250 E. Hallandale Beach Blyd. Hallandale, Florida 33009 EDWARD LAWSON Fifth Vice President 899 West Eighth Avenue Vancouver, B.C., Can. V5Z 1E3 ARNIE WEINMEISTER Sixth Vice President 553 John Street, Room 28 Seattle, Wash. 98109 LOUIS F. PEICK Seventh Vice President 300 S. Ashland Ave., Rm. 206 Chicago, Illinois 60607 IOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 DONALD PETERS
Tenth Vice President
300 S. Ashland Avenue Substitution of the control of the c HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 JACK D. COX Thirteenth Vice President 450 Carson Plaza Drive Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212 MICHAEL J. RILEY Fifteenth Vice President 1616 West Ninth St., Suite 300 Los Angeles, Calif. 90015

#### Trustees

MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102

R. V. DURHAM

P.O. Box 929 Kernersville, N.C. 27285

T.R. COZZA
Sixteenth Vice President
625 Stanwix St., Suite 1903
Pittsburgh, Pa. 15222







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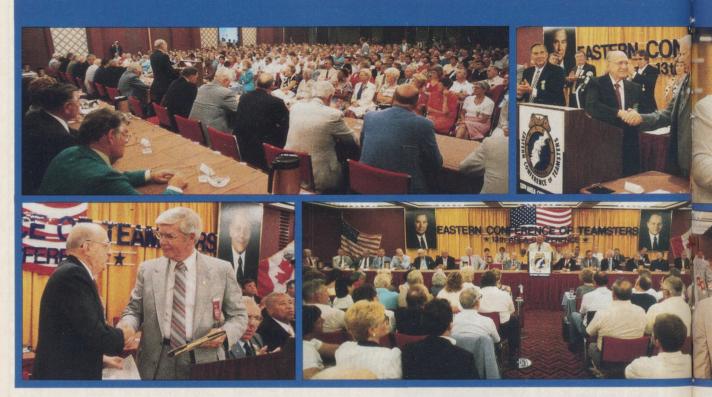
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## ATEAMSTER (





MYRTLE BEACH
IS THE SITE
OF ECT'S
13TH
AREA CONFERENCE



he Eastern Conference of Teamsters held its 13th Area Conference during the week of August 24 in Myrtle Beach, South Carolina. The quadrennial gathering brings together delegates from every local union within the ECT's 16-state (includes the District of Columbia) jurisdiction to elect the Conference leadership and to examine conditions within various trade divisions.

In his opening address to the assembly on Monday, Conference Director Joe Trerotola struck an upbeat note as he outlined the progress the Teamsters have made along a number of fronts since the last Area Conference meeting in 1982.

"The pessimism I felt four years ago about the future of this union and this labor movement has vanished," he announced. "Since Jackie Presser became General President, we've witnessed rhetoric turned

## (ALL-TO-ARMS





into action and promises become reality. This union is moving again.

"Nowhere is the change more apparent than in the areas of political and organizing activity," Trerotola continued.

"These were precisely the improvements we set out as our goals at the last Area Conference session."

Vice President Trerotola recounted the stupendous growth of DRIVE over the last three years and the innovative and successful organizing techniques being employed by Teamster organizers. But he cautioned the delegates that the battle has only just begun.

"Though I am more optimistic about our future today, the labor movement in America is still under siege from imports, automation, runaway shops and anti-union legislators," he concluded. "We are engaged in a continuing struggle and the

stakes are too high to quit."

Others addressing the general session were IBT Vice Presidents and Conference Directors Edward Lawson, Bobby Holmes, Arnie Weinmeister and Joe Morgan, who discussed conditions within each of their own conferences. Each of them echoed Trerotola's optimism and exhorted the delegates to establish vigorous political action programs in their home locals and to scour their jurisdictions for organizing opportunities.

The general session also heard from Father David Boileau, director of the IBT Human Services Department. Father Boileau discussed the innovative IBT labor education program which has been launched under his supervision.

The delegates gave a warm round of applause to ECT Policy Committee Secretary-Treasurer and IBT Vice President William McCarthy, who has made a vig-

orous recovery from  $\alpha$  recent illness.

General President Jackie Presser kicked off Tuesday's general session with an emotional and inspiring address to the delegates.

Putting aside dry analysis of the union's gains and losses, Presser rather appealed to the delegates' spirit of solidarity and fraternity. "The pride, determination and enthusiasm displayed at the International Convention in May was a genuine and welcome rebuttal to those who say the labor movement in this country is disillusioned and dispirited," Presser said.

"I know you share that pride in our past and that commitment to our future. Certainly we face serious challenges today, but are they more awesome than the ones that confronted







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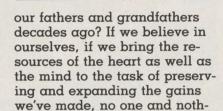
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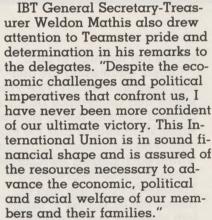
ECT GATHERING

Presser praised the work of Conference Director Trerotola

and urged the delegates to follow his lead. "In Joe, you have the finest and most dedicated trade union leader possible. Put your faith in him and in each other, and I can assure you that the International Brotherhood of

Teamsters will grow and prosper well into the 21st century,"

he said.



Mathis stressed the importance of DRIVE and called for 100% participation by the membership. "A well-funded program like DRIVE is the most powerful weapon we have

available to defeat the policies of hostile management and misguided politicians. The most effective way to demonstrate our solidarity and unity is to contribute to DRIVE and to get active politically," Mathis concluded.

After the Presser and Mathis speeches, delegates turned to the task of electing the Policy Committee to a new term. Reelected were: IBT Vice President Joseph Trerotola, director and Conference chairman; IBT Vice President William McCarthy, secretary-treasurer; and IBT Vice Presidents John Cleveland, Teddy Cozza and Maurie Schurr, as well as Rocco F. DePerno, president of Teamster Local 182, and McDonald Smith, president of Teamster Local 175.

The swearing-in ceremony for the Policy Committee members was presided over by General Secretary-Treasurer Weldon Mathis.

Once the elections were concluded, the remainder of the week centered around the trade division meetings that were convened each day.

In each meeting, delegates were presented with detailed reports, including statistical data prepared by the ECT Policy Committee and Research Department. In addition to reviewing the situation in their own areas, trade division delegates had the opportunity to get an overall perspective on union















affairs from International division directors including Bill Genoese, Airline Division; Barry Feinstein, Public Employees Division; Tom Kellerhuis, Construction Division; Joe Konowe, Industrial Trades Division; Jack Thibeau, Dairy Division; Bud Smith, Warehouse Division, and Charles Klare, Brewery Division. The meetings were marked by spirited exchanges of ideas, observations and organizing and bargaining strategies.

nt

Presentations to division representatives were also delivered by ECT Research Director Jerry Schultheis, ECT Administrative Assistant to the Director Fleming Campbell, ECT Legal Counsel Bob Baptiste and ECT Associate Research Director Jennifer Minamoto.

A number of IBT General Executive Board members also addressed various division audiences including Bobby Holmes, John Cleveland, Walter Shea, William McCarthy and Don Peters. The board members didn't limit their remarks to any particular subject; instead they took the opportunity to inform the delegates of developments throughout the International and to discuss the various programs and services that the IBT has instituted on behalf of the membership.

Of particular interest to many local union officers was the new in-house computerized

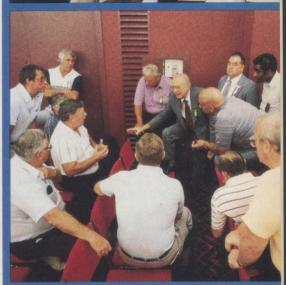
bookkeeping system (CBS) that is now available to every Teamster affiliate. At the direction of General President Presser, a display booth was set up outside the meeting rooms manned by IBT staffer Mario Torricelli, who demonstrated the uses and benefits of this sophisticated new system.

It is impossible to overestimate the value of such conference-wide union meetings. The opportunity for the exchange of perspectives, ideas, experiences, problems and strategies is crucial to continued vitality and responsiveness within the International.

The greatest resources that the Teamsters Union can bring to the struggle to protect and defend the interests of American labor are still the inventiveness, faith, commitment and courage of American laborers themselves. Those qualities were on display in Myrtle Beach in August, as they were in Las Vegas in May, and as they are in Teamster local union halls everyday.

As Eastern Conference Director Trerotola put it in his closing remarks to the delegates, "no other union has the wealth of talent which this great Teamsters Union possesses. Let us now put it all together to ensure a future that does justice to our past."

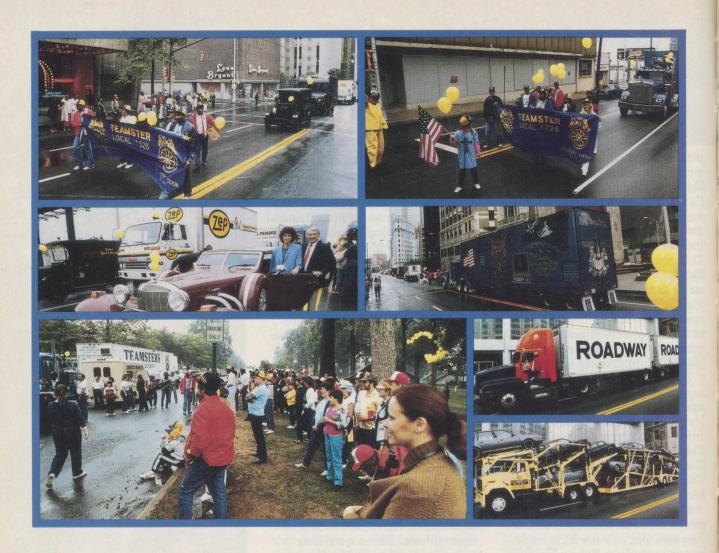












### LABOR DAY: THE TEAMSTER WAY!

eamsters celebrated Labor
Day, 1986, in typical
union fashion this year—
honoring the event with floats
and flags, parades and picnics
across the country.

Teamster brothers and sisters from two different regions used the occasion to deliver their own messages of pride and solidarity.

Down Georgia way, Teamsters from Atlanta Locals 728 and 528 celebrated labor's day by forming their own cavalcade of trucks and vehicles and winding their way through downtown Atlanta, reminding shoppers of workers' contributions to society.

A festive display proceeded down the main streets of Atlanta as a mammoth complement of trucks, including a number of double-trailers, appeared on the scene, representing area Teamster employers such as UPS, Roadway, Hertz Penske, Zep, Yellow Freight, American, Carolina Freight Carriers, Super Valu, Dennis Taylor, TNT Pilot, Standard, Kroger, Atlanta Motor Lines, Inc., ARA Services/Smiths, Consolidated Freightways, ABF, Gold Star, Big Star, PIE, Jones Truck Lines, Inc., Ryder, Motor Convoy and others. Each carrier had graciously provided vehicles for use in the parade.

Both the Ohio Conference of Teamsters and Connecticut Teamsters Joint Council 64 also sent vehicles, which were used for both the parade and as entertainment trucks for a subsequent picnic attended by the Teamster participants and their families.

IBT General Secretary-Treasurer Weldon Mathis, never one to lose a chance to boost DRIVE membership, urged officers of his hometown Local 728 to man with Local 528 a DRIVE booth during the event, in the process winning new cards for that important IBT program during the September 1 festivities.

Also on hand for the celebra-

tion were a number of IBT officials, including IBT Vice President Don West and IBT DRIVE Director Wallace Clements, among others.

In Detroit, Michigan, Teamsters from area locals—instead of marching in the annual Labor Day parade in perennial end-of-the-line fashion as they have for years—delivered instead their own declaration of independence.

Demonstrating their convention-renewed Teamster Pride, they formed a second, separate, parade route down Detroit's Michigan Avenue and, with their caravan of trucks, floats and Teamsters, converged on the rallying site at the same time as the rest of the AFL-CIO-affiliated unions,

More than 3,000 Teamsters marched, accompanied by more than 180 trucks, some of them equipped with microphones blaring "Proud to be a Teamster." Along the route, delighted Teamsters and their families packed the sidewalks and cheered, especially as a plane flew over again and again proclaiming the same theme, "Proud to be a Teamster."

Joining with more than 160,000 other unionists at the parade's destination, a rallying point in downtown Detroit, they heard a number of rousing speeches calling for solidarity and esprit de corps from Michigan labor leaders, including Michigan Teamster Local 337 President Robert Holmes, as well as political figures such as Governor James J. Blanchard.

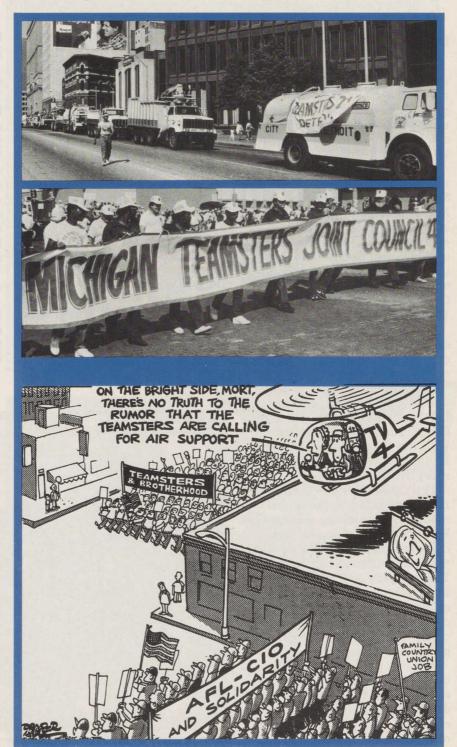
Detroit-area Teamsters then returned to the union hall for their own post-event celebration and refreshments in honor of labor's day.

Area media picked up on the Teamsters' decision to go with their own parade route, featuring humorous cartoons that highlighted the value of the IBT's strength and solidarity to the union movement.

As Holmes, also an IBT vice president noted, "Michigan Teamsters are taking the message seriously about their need to be 'Proud to be a Teamster' and are doing something about it today when others try to rain on our parade."

Reaction was enthusiastic in Detroit, so much so that a number of other AFL-CIO affiliates have already announced their desire to join the Teamsters' route next year. Around the country, brothers and sisters participated in their own celebrations, including Teamsters from Lorain, Ohio and Denver, Colorado, among others.

Labor Day: This year it was celebrated with a special Teamster flair that highlights our pride in wearing that Teamster emblem!



## Teamster Housing Program Officials Applaud Groundbreaking for New Janesville, Wisconsin, Project

he Teamsters Union celebrated another milestone in a long parade of progress on September 10 as Teamster officers joined in the groundbreaking for another new Teamster retiree housing complex—this time in Janesville. Wisconsin.

On hand for the official ceremonies, in addition to Local 579 Secretary-Treasurer Brendan F. Kaiser and other officers of the sponsoring local, were IBT General President Jackie Presser and General Secretary-Treasurer Weldon L. Mathis, along with officers of Teamsters Joint Council 39 and other Wisconsin VIPs.

The 50-unit complex will sit on a 2.7 acre tract of land adjacent to the union hall; the parcel was donated by Local 579.

The housing project is being undertaken by the local and the IBT Teamsters Retiree Housing Corporation, in conjunction with the federal Department of Housing and Urban Development (HUD).

The three-story brick building, in addition to the apartments, five of which will be handicapped-equipped, will contain a number of amenities to make retiree living easier. The complex will feature an elevator, community room, community kitchen, postal service, a laundry area and 24-hour security. Plans also call for an onsite medical service.

The complex, upon completion, will be open to Teamster retirees and other qualified individuals, with "Section 8" federal rent subsidies available to all eligible residents.

Excitement was, of course, high in Janesville as the first shovel of dirt was turned. The program, as Teamsters General President Presser noted at the groundbreaking ceremonies, "is the culmination of a dream begun nearly 15 years ago in Ohio," as Teamsters there started the search for ways to find a way to care for senior Teamsters and reward them for a lifetime of service in the labor movement.

Some seven projects completed in Ohio provided the prototype for what is today a national Teamster program. Since the program was expanded to a union-wide scale in 1983, Teamster projects have been proposed and approved for both New Haven, Connecticut, and

Detroit, Michigan, as well as Janesville.

In Detroit, in fact, construction of the Robert A. Holmes
Teamsters Housing Center, the
IBT's first national housing project, is more than halfway complete, with a projected completion date of May, 1987, and first occupancy anticipated for May or June of 1987.

Many other Teamster affiliates have applied for similar construction grants through the IBT in-house program; nearly a dozen proposals are currently winding their way through the approval process.

Today's Teamster leaders, like Brother Kaiser and his Executive Board, believe with Jackie, Weldon and the IBT's General Executive Board, that



In Janesville, a tribute to Teamster commitment.



an enlightened labor union must work with its members to achieve more than the wages and basic benefits they've come to enjoy through unionization. Providing for the later life needs of lifelong Teamsters seems to them to be a vital first step in realizing the goal of birth-to-death representation.

Brother Kaiser, in working to bring his area program from dream to reality, has won support and praise from citizens and leaders from his own hometown of Janesville to the state capitol in Madison. Working within the community, he is trying to accomplish something which will benefit all. "Teamsters are people helping people," Brother Kaiser proclaims proudly, "and this is a good way to do something for the community, regardless of affiliation."

The IBT has committed itself to continuing this program on a national scale and with the support and assistance of its affiliates hopes to get five or six projects under way each year.

Just think of the potential: a network of Teamster-sponsored complexes criss crossing the nation, serving as a living testament in every state to the commitment, dedication and determination of Teamsters to provide for their own retirees and the disabled. It's a dream coming true today in Detroit and Janesville and New Haven, places where Teamsters care about people!

### **An Exciting Prospect**— **Teamster Handicapped Housing**

ithout giving away any secrets, talks are now under way by the IBT Retiree Housing Corporation that could lead to another exciting and innovative experiment in housing.

the approval of the Teamster General Executive Board, for several months been exploring the prospect of working with the United Cerebral Palsy Foun- far in Ohio, the Teamsters hope dation to create a system of housing for the handicapped, among them Teamsters and their families, across the U.S.

Prototype for such a program will be the already approved Teamster project in New Haven, lifestyle that is every human's Connecticut, which is being constructed especially with the needs of the wheelchair-bound and physically disabled in mind, including those with fam-tional details on this exciting ilies.

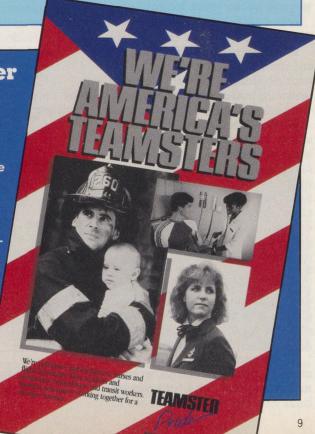
The 24-unit Teamster complex already approved by HUD for New Haven will include special considerations such as ramps and parking areas, wheelchairhigh light switches and bathroom fixtures, as well as facili-The IBT department has, with ties to accommodate large fami-

> Based on IBT success here, as well as experience gained at retiree projects completed thus to be able to win approval for a joint project with Cerebral Palsy that could bring new hope to hundreds of disabled individuals and their families for an independent, dignified

While talks are still in the planning stages, International Teamster will bring you addiprospect as details unfold.

### Teamster Pride

The latest demonstration of the Teamsters' renewed pride in the union, its officers and our members is this ad, which ran on Labor Day in a number of papers nationwide. Others are planned to show the nation that Teamsters are very much a part of North America and care about their communities.



# FIRST-EVER IBT CONFERENCE ON WOMEN TO CONVENE

he first Teamsters' Conference on Women in the Workplace will be held the weekend of November 14-16, 1986, at the Hyatt Hotel, in Dallas, Texas.

In keeping with a resolution passed at the Teamsters 23rd International Convention in May, the conference will focus upon the social and economic injustices faced by working women and through "organizing/collective bargaining, legislative and legal actions..." seek ways to redress those injustices.

The aim of the International is to help women develop effective strategies for organizing and representing working women and to commence an ongoing discussion in pursuit of solutions to the problems facing women in the work force.

Key goals of the conference are:

To encourage affiliated local unions to work to obtain educational training and promotional opportunities for women workers.

To eliminate health and safety hazards which plague female-dominated occupations, such as video display terminals; the hazards resulting from toxic substances at industrial sites; exposure to health risks at health care facilities; and the dangers of unregulated hours and rest periods for flight attendants.

To develop new strategies and programs to effectively organize and bring the benefits of collective bargaining to North America's working women.

To encourage the increased participation of women members, stewards, organizers, business agents and officers to

assist in these organizing efforts; and

To encourage women at all levels of the International Brotherhood of Teamsters to continue to be active in the programs and functions of the union.

Seminars and workshops will focus on selected issues of primary concern to working women: pay equity and wages; job advancement and training; sexual discrimination/harassment; child care and parental leave; health, maternity and pension concerns; and safety and health issues. Experts in each of these fields will be asked to serve as discussion moderators and guest speakers.

"The International Brotherhood of Teamsters," General President Jackie Presser emphasized, "is concerned about women's concerns in the work-place. By analyzing and discussing key problem areas, women workers and those who represent them will have the opportunity to achieve a new level of awareness and insight into the difficulties women face and, hopefully, will examine solutions to those problems."

The conference agenda is being planned to encourage both men and women in attendance to voice their opinions and suggestions on how to make the workplace a more compatible environment for all employees.

General President Presser is scheduled to attend and will address the conference about many of the key concerns attendees will focus upon during the two-day session. Other prominent speakers and political dignitaries are also being invited to participate.

Workshop groups are being scheduled on organizing and representing women in the clerical, health care, public sector, airline and industrial fields. Workshop leaders will be Teamster officers and/or members who have a record of active involvement in these particular areas.

General President Presser is encouraging all local unions to send organizers, business agents and stewards who deal with organizing and representing women in the workplace. The International feels that this conference will offer much insight and guidance to women within the labor movement.

If you are interested in learning more about the conference or would like information about attending, please contact your local union for further details.



#### **Teamsters Dominate Truck Roadeo**

est in the nation."
That was the title accorded the eight professional truck drivers who from August 13–16 earned the honor by besting 278 other state champions from 43 states at the American Trucking Associations sponsored National Truck Roadeo.

This year's event, the 44th safety contest in the organization's history, was a demonstration of some of the best driving skills in the country and was, in addition, proof that union drivers, as a whole, do it better.

Winners were selected on the basis of points scored in driving skills, written tests, equipment inspections and driver attitude, with each potential champion shooting for the "perfect" score of 800 points. Winners each receive a \$1,000 prize and a gold belt buckle.

Watching drivers maneuver through their test runs, it was easy for onlookers to appreciate a job that requires each of these professionals to know the intricacies of parallel parking or be equal to the difficulties of negotiating tight right turns. Well-wishers waited for hours to witness six minutes of driving by each competitor that could transform a state champion into a national contender.

This year's winners in the eight classes of competition in-

clude: Jesse L. Stauffer, Jr., Teamster Local 771, Lancaster, PA., APA Transport, straight truck class, who successfully defended his national title for the honor: Charles Brown, Franchise Services, Inc., three-axle tractor semitrailer class: Jav H. Mummau, IBT Local 771, Lancaster, PA, Yellow Freight Systems, four-axle tractor semitrailer class; Marvin J. Rhoades, a member of SORAC Petroleum Union, Transus, five-axle tractor semitrailer class; William A. Engle, Mobile Oil Corp., tank truck class; Pete F. Angrick, IBT Local 135, Yellow Freight System, flatbed class; Eugene Langkand, IBT Local 120, St. Paul, MN, Consolidated Freightways, twin trailer truck class; and Harlan W. May, Local 568, Shreveport, LA, Complete Auto Transit, auto hauler class.

Straight truck champ Jesse Stauffer, a member of ATA's "America's Road Team," also received the ATA Sontheimer Award, which is presented to the driver who best exemplifies attitude, dedication, commitment to safety and ability. We're proud that a Teamster was selected as such a credit to his industry.

Winner of the prestigious Vehicle Condition Award, presented to the driver who demonstrates exceptional knowledge of equipment and evidences concern for the every-day safety operations, was Larry I. Ripley, a driver for Matlack, Inc., and member of Teamster Local 317 of Syracuse, NY.

Drivers from the state of Minnesota won the Team Trophy, which goes to the highest scoring group entered in the competition.

Members of the Minnesota team, which averaged 399 points of a total 500 points in the contest, were James L. Denny and Eugene Langkand, members of IBT Local 120, St. Paul, and drivers for Consolidated Freightways; Robert E. Friend, Local 544, Minneapolis, Advance United Expressways; Leo A. Plumley, Local 120, St. Paul, American Fruit and Produce Co.; and Leroy Tschida, David H. Winans and Randall B. Wosmek, all from Local 544, Minneapolis, and drivers for Super Valu Stores, Inc.

The fact that all but two of these top winners were Teamsters should make every brother and sister in the country proud. With Teamsters placing tops in competition in city after city across the nation, it's a real credit to their professional skills that so many of the best are our brothers, especially since the competition is open to all driving professionals.



This year's National Truck Roadeo champions include (kneeling from left): Jay Mummau, Eugene Langkand, Harlan May and Jesse Stauffer. Standing from left: Safety Committee Vice Chairman Al Mellon and Chairman John Killilee with winners Marvin Rhoades, William A. Engle, Pete Angrick, Charles Brown, and ATA First Vice Chairman Robert Lewis.

# **DRIVE Urges Members to Regite**

ovember, 1986, is nearing, and with it the Fall elections. Beyond that, candidates are already throwing their hats into the ring as potential contenders for the 1988 presidential races. Clearly, politics and political action will be on everyone's minds in coming months.

Teamsters cannot ever forget how important a strong political action program is in protecting members' interests and voicing their views on key issues as they arise. That's the purpose of DRIVE (Democrat, Republican, Independent Voter Education), the IBT's political action arm. Educating the voters about the issues and the candidates is one of this program's primary jobs.

Elsewhere in this issue of International Teamster is a listing of key votes for all 535 Senators and Representatives during the 99th Congress. That's an important tool to aid you in the process of selecting as a voter those candidates who will help DRIVE and the IBT Legislative team protect your interests.

No less important, however, are DRIVE's activities day-today, working in the field, soliciting new members for the program and the voluntary Teamster donations that help us deliver our message in an effec-

tive manner.

The IBT DRIVE staff is on the road 365 days a year, ensuring that the Teamsters have the most effective political action program in Washington, D.C.

In recent weeks, DRIVE representatives have visited Teamsters Local 512 in Knoxville. Tennessee, Local 104 in Phoenix, Arizona, and Local 486 in Saginaw, Michigan, drumming





up strong, pre-election support for the candidates and the is-

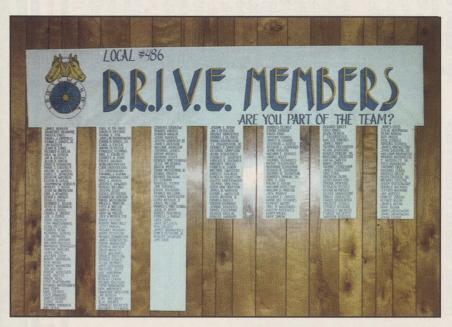
Local 512 President Roy Rogers, for example, joined the DRIVE team in canvassing UPS Feeder Drivers at the local union hall recently. Longtime Feeder Driver Wanda Newman was one of the Teamsters who heard the DRIVE message, then signed on for the weekly checkoff program. She and her brother feeder drivers from UPS learned a lot during the session, at which each in the group received a number of DRIVE educational materials on the issues.

Extending a hand of friendship to Teamsters Local 104 Secretary-Treasurer Robert E.

TEAMSTERS ARE TH

SHOWING WE CARE

## egter & Vote November 4 at Polls







Perrine and Business Representative W. T. Moser recently was Arizona Congressman Morris "Mo" Udall, who gratefully accepted a check in the amount of \$500.00 as a campaign contribution toward his reelection from Phoenix Teamsters.

Arizona Teamsters were happy to help out since Congressman Udall is the only Arizona House of Representatives member who consistently supports issues favoring the betterment of working people. Now, that's DRIVE in action—helping those who help us!

At Local 486 in Saginaw, DRIVE members now have a special place on a roll of honor at the local union hall.

In an effort to encourage new membership in the voluntary IBT program, Local 486 Secretary-Treasurer James Bohlen decided to post the names of those members who are already members of the program, in an effort to attract new members for the cause. A list of all DRIVE members is also being carried in Local 486's Newsline newsletter.

Bohlen is another of those Teamster officers who believes strongly in DRIVE's potential. He has pledged his support for an all-out drive among Local 486ers to get maximum participation in the IBT program and is working hard to meet that goal.

Innovative Teamster leaders are finding a number of ways to attract members so they'll listen to the DRIVE message. Working together, we can make this world a better place and ensure a rightful place in it for Teamsters and other workers. DRIVE's the answer, and Teamsters know it!

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As the 99th Congress nears its close and voters consider the past performance of their legislators in

preparation for the coming November 4 election, the IBT Legislative Department recently reviewed

U.S. SENATE

THE ISSUES

the actions of our legislators in both the House and the Senate, after selecting key issues upon which use of polygraphs, construction double-breasting language, trade bills and, again, Davis-Bacon amend-Each of the issues targeted has been selected by the Teamsters as one of great importance to the amendment to immigration legislation, and Votes 3 through 7 dealt with key amendments affecting In the House there were 13 key issues studied, ranging from pay equity and plant closing bills to the membership. Of the seven key votes in the Senate, Vote 1 dealt with the Hobbs Act, Vote 2 with an ments. Each would have impacted directly on the Teamsters' membership in one way or another. In the Senate, the key votes were as follows: Federal Prevailing Wage Standards. tember 17, 1985, the amendmen fered that would increase the the immigration bill. On Sepnumber of foreign workers in to base their deliberations

April 16, 1986, by a vote of 44 to On April 14, 1986, Senator Grasan opposition move, a filibuster consider and debate S. 1774. In sley (R-IA) moved to proceed to would define violence, threats damage which occurred in the Senator Dole (R-54 the cloture petition was dedispute objective as extortion. KS) petitioned for cloture. On picket line incidents of violence or minor property started. In an attempt to end pursuit of a legitimate labor federal crime. In addition, it of the Grassley motion was would make minor HOBBS ACT S. 1774 the filibuster,

On Vote 1, a vote in favor is

SON AMENDMENT Dur- ing Senate debate of S. 200, an amendment was of-IMMIGRATION—WIL-

passed by a vote of 51 to 44.

Amendment, a vote in favor is On Vote 2, the Wilson WRONG

WAGE Two key provision which would exempt amendment was rejected 49 to tion of S. 1160, the Departmen .985 during Senate consideraof Defense FY 1986 Authorization bill. The Kennedy (D-MA) Davis-Bacon provisions. The Davis-Bacon Amendment would repeal a rotes were taken on June 4, PREVAILING military construction from

Amendment, a vote in favor is On Vote 3, the Kennedy

Senator Gramm (R-TX) made a motion to prevent the Senate

from reconsidering the tied vote ion was agreed to by a vote of 49 to 48, effectively killing the (Vote 3). Senator Gramm's mo-Kennedy Amendment (Vote 3).

On Vote 4, the Gramm (R-TX) motion, a vote in favor is

the House Military Construction amendment was ruled non-gerects was stricken from the bill. Appropriation Bill. A vote was mane 45 to 49. As a result, the amendment to exempt certain was germane to the bill. The section exempting these projmilitary construction projects from Davis-Bacon provisions taken regarding whether the Senate considered H.R. 3327 On November 7, 1985, the Appropriations Committee

On August 8, 1986, during de-On Vote 5, Germane vote, a vote in favor is WRONG.

bate on S. 2638, the FY 1987 De-

partment of Defense Authoriza-

Davis-Bacon Act applications to Department of Defense service strike the language related to MA) offered an amendment to and military construction contion Bill, Senator Kennedy (Dthe Service Contract Act and

\$1,000,000. However, they voted In separate votes the Senate threshold on Service Contract Act application from \$2,500 to 51 to 44 in favor of raising the rejected, 62 to 34, raising the \$2,000 to \$250,000 on military Davis-Bacon threshold from construction projects.

Contract Act, a vote in favor is MA) amendment to strike lan-On Vote 6, the Kennedy (Dquage related to the Service

guage related to the Davis-Ba-MA) Amendment to strike lan-On Vote 7, the Kennedy (Dcon Act, a vote in favor is

HOUSE OF REPRESENTATIVES

local governments to establish feated 286 to 123. A vote in

disregard for internationally

favor is WRONG

their own programs to regulate

-illing atomora of a

PAY EQUITY H.R. 3008

table pay practices and eliminate discrimination within eral Agencies and Departments seeks to promote equiof 259 to 162 on October 9, 1985 The measure passed by a vote PAY EQUITY H.R. 3008 the Federal Civil Service Fed-

On Vote 1, House passage, a vote in favor is RIGHT.

PLANT CLOS-INGS H.R.

ployers of 50 or more workers to acted, would have required emmeet in good faith with employplant closing. Additionally, the give 90 days advance notice of ing representatives to arrive at ees or their collective bargaina mutually agreeable solution bill required management to 1616, if ento avert a plant shutdown.

quirement for union and manamendment passed by a vote 215 to 193. A vote in favor is pending plant closures. The Amendment, deletes the re-Vote 2, the Bartlett (R-TX) agement consultation over WRONG.

On Vote 3, House passage, as row margin of 203 to 208. A vote amended, the bill was defeated on November 21, 1985, by a narin favor is RIGHT.

H.R. 1524 would prohibit the use workplace and establish fines for employers who violate the of polygraphs in the private POLYGRAPHS

FL) Amendment. This proposal sought to encourage state and Vote 4 was on the Young (R-

their own programs to regulate local governments to establish was rejected 173 to 241. A vote and administer polygraph examinations. The amendment in favor is WRONG.

on March 12, 1986, by a vote of was approved overwhelmingly Vote 5, for House passage, 236 to 173. A vote in favor is

BREASTING DOUBLE-

vides that construction contractheir union collective bargain ing agreements to both union H.R. 281 protors must apply the terms of and non-union shops.

fied the present NLRB decisions regarding double-breasted con-Amendment, would have coditractors. The amendment was rejected 165 to 247. A vote in Vote 6, the Bartlett (R-TX) favor is WRONG.

Vote 7 was on another Bartlett non-union employees to vote for pre-hire agreements by a secret amendment sought to permit tended to them. The amendunion contract would be exballot before the terms of a ment was resoundingly de-(R-TX) Amendment. This

feated 286 to 123. A vote in favor is WRONG.

COCCUPATION OF THE SERVICE OF THE SE

トラーン

support of a labor organization including the payment of union dues or fees by employees who Vote 8 was the Armey (R-TX) was largely rejected 283 to 121 Amendment. This amendment sought to prohibit mandatory agreements. The amendment were not covered by pre-hire A vote in favor is WRONG.

the House passed H.R. 281 by a vote of 229 to 173. A vote in facame on April 17, 1986, when Vote 9, for House passage, vor is RIGHT.

On May TRADE

Key features include: retaliation practices; action against foreign sive trade surpluses; emergency ners with whom we have excesprocedures to aid industries adversely affected by foreign competition; and retaliation against the House considered H.R. 4800 22, 1986, targeting;" mandatory negotiaforeign countries whose unreathe House Omnibus Trade Bill. countries which utilize "export engage in unreasonable trade against foreign countries that tions with major trading part-

disregard for internationally sonable trade practices incl recognized workers' rights.

amendment was rejected 137 to recognizing international workers' rights. This provision is 276. A vote in favor is WRONG Vote 10 was the Crane (R-IL) similar in intent to the Teamsought to strike the provision ster-endorsed Fair Wage and Amendment. This measure Irade Act, H.R. 3487. The

On August 6, 1986, a vote was Vote 11 was for House pastile Trade Bill. This measure large margin of 295 to 115. A sage. The bill passed by a vote in favor is RIGHT.

taken to override President Reagan's veto of H.R. 1562, the Texsought to implement modest import restraints on textiles, shoes and copper to preserve those industries in the U.S. The veto override failed by a vote of 276 to

Vote 12 was the veto override of H.R. 1562. A vote in favor is RIGHT

DAVIS-BACON

rejected on August 15, 1986 by a the Davis-Bacon Act for military During debate on partment of Defense Authoriza-\$250,000. The amendment was iam Dickinson (R-AL) offered the FY 1987 Deion Bill, H.R. 4428, Rep. Wilhreshold for applicability of an amendment to raise the construction projects to vote of 167 to 244.

On Vote 13, the Dickinson (R-Davis-Bacon threshold, a vote AL) Amendment to raise the in favor is WRONG.



#### RECORD RECORD

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## **EASTERN CONFERENCE OF TEAMSTERS**

| CONNECTICUT | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 11 1 | 2 13 |
|-------------|---|---|---|---|---|---|---|---|---|---------|------|
| COMMEDIACO  | - | _ | - |   |   | - | 7 |   | - |         |      |

| Sen. Dodd (D)    | R | R | R | R | R | R | R |  |
|------------------|---|---|---|---|---|---|---|--|
| Sen. Weicker (R) | R | R | R | R | R | A | A |  |

| 1 Kennelly (D)  | R | R | R | R | R | R | R | R | R | R | R | R | R |
|-----------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 Gejdenson (D) | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 3 Morrison (D)  | R | R | R | R | R | R | R | R | R | R | R | R | A |
| 4 McKinney (R)  | A | A | A | R | R | R | R | R | R | R | R | R | R |
| 5 Powland (P)   | W | W | W | B | R | R | R | R | R | W | R | W | R |

RWWRRRRRWRWR

#### DELAWARE

6 Johnson (R)

| Sen. Biden (D) | R | R | R | R | R | R | R |
|----------------|---|---|---|---|---|---|---|
| Sen. Roth (R)  | W | R | W | W | W | W | W |

| AL Carper (D) | R | R | R | R | R | R | R | R | R | R | R | R | R |
|---------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AL ouiper (b) |   |   |   |   |   |   |   |   |   |   |   |   |   |

#### MAINE

| Sen. Cohen (R)    | W | R | W | W | W | W | W |
|-------------------|---|---|---|---|---|---|---|
| Sen. Mitchell (D) | R | W | R | R | R | R | R |

| 1 McKernan (R) | R | W | W | W | W | W | A | R | W | R | R | R | W |
|----------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 Snowe (R)    | R | W | W | R | R | W | R | R | W | R | R | R | W |

#### MARYLAND

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| Sen. Mathias (R)  | R | R | R | R | R | R | R |
|-------------------|---|---|---|---|---|---|---|
| Sen. Sarbanes (D) | R | R | R | R | R | R | R |

|                |   | - | - | 1900 |   | - | - |   |   |   |   |   |   |
|----------------|---|---|---|------|---|---|---|---|---|---|---|---|---|
| 1 Dyson (D)    | W | R | R | R    | R | R | R | R | R | R | R | R | R |
| 2 Bentley (R)  | W | W | W | W    | R | R | A | R | A | W | R | R | A |
| 3 Mikulski (D) | R | R | R | R    | R | R | R | R | R | R | R | R | R |
| 4 Holt (R)     | W | W | W | W    | W | W | W | W | W | W | A | W | W |
| 5 Hoyer (D)    | R | R | R | R    | R | R | R | R | R | R | R | R | R |
| 6 Byron (D)    | W | W | W | W    | R | W | W | W | W | R | R | R | W |
| 7 Mitchell (D) | R | R | R | R    | W | R | R | R | R | R | R | R | R |
| 8 Barnes (D)   | R | R | R | R    | A | R | R | R | R | R | R | R | R |
|                |   |   |   |      |   |   |   |   |   |   |   |   |   |

#### **MASSACHUSETTS**

| Sen. Kennedy (D) | R | R | R | R | R | R | R |  |
|------------------|---|---|---|---|---|---|---|--|
| Sen. Kerry (D)   | R | R | R | R | R | R | R |  |
|                  | _ | _ | _ | _ | _ |   | _ |  |

| 1 Conte (R)     | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
|-----------------|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| 2 Boland (D)    | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
| 3 Early (D)     | A | R | R | R | R | R | R | R | R | R | R | R | R |  |
| 4 Frank (D)     | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
| 5 Atkins (D)    | R | R | A | R | R | R | R | R | R | A | R | R | R |  |
| 6 Mavroules (D) | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
| 7 Markey (D)    | R | R | R | R | R | R | R | R | R | A | R | R | R |  |
| 8 O'Neill (D)   | * | * | * | * | * | * | * | * | * | * | * | R | * |  |
| 9 Moakley (D)   | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
| 10 Studds (D)   | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
| 11 Donnelly (D) | R | R | R | R | R | R | R | R | R | R | R | R | R |  |
|                 |   |   |   |   |   |   |   |   |   |   |   |   |   |  |

#### **NEW HAMPSHIRE**

| Sen. Humphrey (R) | W | W | W | W | W | W | W |
|-------------------|---|---|---|---|---|---|---|
| Sen. Rudman (R)   | W | W | W | W | W | W | W |

| 1 Smith (R) | W | W | W | W | W | W | W | W | W | W | W | R | N |
|-------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 Gregg (R) | W | W | W | R | R | W | R | R | W | W | W | R | W |

#### **NEW JERSEY**

| Sen. | Bradley (D)    | R | R | R | R | R | A | A |
|------|----------------|---|---|---|---|---|---|---|
| Sen. | Lautenberg (D) | R | R | R | R | R | R | R |

| com Lucionsong (b) |   |   |   |   |   |   |   |   |   |   |   |   |   |
|--------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 Florio (D)       | R | R | R | R | R | R | R | A | A | R | R | R | B |
| 2 Hughes (D)       | R | R | R | R | R | R | R | R | R | W | R | R | R |
| 3 Howard (D)       | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 4 Smith (R)        | R | R | R | R | R | R | R | R | R | R | R | R | R |
|                    |   |   |   |   |   |   |   |   |   |   |   |   |   |

| R —right<br>W —wrong                  | Key to           |
|---------------------------------------|------------------|
| A —not voting<br>P —present           | Symbols          |
| O —not in office  * —speaker (usuall) | y does not vote) |

| 5 Roukema (R)    | R | W | W | W | W | W | R | R | W | R | R | R | W |
|------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 6 Dwyer (D)      | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 7 Rinaldo (R)    | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 8 Roe (D)        | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 9 Torricelli (D) | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 10 Rodino (D)    | R | R | R | R | R | R | R | R | R | A | A | R | R |
| 11 Gallo (R)     | W | W | W | R | R | R | R | R | R | W | W | W | R |
| 12 Courter (R)   | W | W | W | R | R | R | R | R | R | W | W | W | R |
| 13 Saxton (R)    | W | W | W | R | R | R | R | R | R | W | W | W | R |
| 14 Guarini (D)   | R | A | R | R | R | R | R | R | R | R | R | R | R |

#### 14 Guarini (D) NEW YORK

33 Nowak (D)

34 Lundine (D)

| Sen. | D'Amato (R)  | R | W | R | R | R | R | R |  |
|------|--------------|---|---|---|---|---|---|---|--|
| Sen  | Movnihan (D) | R | R | R | R | R | R | R |  |

| NEW YORK                              |   |    |   |   |   |   |   |   |   |   |   |   |   |  |
|---------------------------------------|---|----|---|---|---|---|---|---|---|---|---|---|---|--|
| Sen. D'Amato (R)<br>Sen. Moynihan (D) | R | WR | R | R | R | R | R |   |   |   |   |   |   |  |
| 1 Carney (R)                          | A | w  | w | w | w | w | R | R | w | w | A | w | W |  |
| 2 Downey (D)                          | R | R  | R | R | R | R | R | R | R | R | R | W | R |  |
| 3 Mrazek (D)                          | R | R  | R | R | R | R | R | R | R | A | W | R | R |  |
| 4 Lent (R)                            | A | W  | W | W | A | R | R | R | R | W | W | W | R |  |
| 5 McGrath (R)                         | R | W  | W | W | W | R | R | R | R | W | W | R | R |  |
| 6 ** Addabbo (D)                      | A | A  | A | A | A | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |  |
| 6 Waldon (D)                          | 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | R | R |  |
| 7 Ackerman (D)                        | R | R  | R | R | R | R | R | R | R | R | R | R | R |  |
| 8 Scheuer (D)                         | R | R  | R | R | R | R | R | R | R | R | R | R | R |  |
| 9 Manton (D)                          | R | R  | R | R | R | R | R | R | R | R | R | R | R |  |
| 10 Schumer (D)                        | R | R  | R | R | R | R | R | R | R | R | R | W | R |  |
| 11 Towns (D)                          | R | R  | R | R | A | R | R | R | R | R | R | R | R |  |
| 12 Owens (D)                          | R | R  | R | R | R | R | R | R | R | R | R | R | R |  |
| 13 Solarz (D)                         | R | R  | R | R | R | R | R | R | R | R | R | W | R |  |
| 14 Molinari (R)                       | R | W  | W | W | W | R | R | R | R | W | W | R | W |  |
| 15 Green (R)                          | A | W  | W | R | R | W | R | R | R | W | W | W | R |  |
| 16 Rangel (D)                         | R | R  | R | R | R | R | R | R | R | R | R | R | R |  |
| 17 Weiss (D)                          | R | R  | R | R | W | R | R | R | R | R | R | R | R |  |
| 18 Garcia (D)                         | R | R  | R | R | R | R | R | R | R | R | R | R | A |  |
| 19 Biaggi (D)                         | R | A  | A | R | R | R | R | R | R | R | R | R | R |  |
| 20 DioGuardi (R)                      | W | W  | W | W | W | R | R | R | R | R | R | R | R |  |
| 21 Fish (R)                           | R | R  | R | W | W | R | R | R | R | W | W | R | R |  |
| 22 Gilman (R)                         | R | R  | R | R | R | R | R | R | R | R | R | R | R |  |
| 23 Stratton (D)                       | R | R  | R | W | R | R | R | R | R | R | R | R | R |  |
| 24 Solomon (R)                        | A | W  | W | W | W | W | W | A | W | W | W | R | W |  |
| 25 Boehlert (R)                       | R | W  | R | R | R | R | R | R | W | R | R | R | R |  |
| 26 Martin (R)                         | W | A  | W | W | W | W | R | R | R | R | R | R | W |  |
| 27 Wortley (R)                        | W | W  | W | W | W | R | R | R | R | R | W | W | R |  |
| 28 McHugh (D)                         | R | R  | R | R | R | R | R | R | R | W | W | W | R |  |
| 29 Horton (R)                         | R | R  | A | R | R | R | R | R | R | R | R | R | R |  |
| 30 Eckert (R)                         | W | W  | W | W | W | W | W | W | W | W | W | W | W |  |
| 31 Kemp (R)                           | W | W  | W | R | R | W | R | R | R | W | W | W | R |  |
| 32 LaFalce (D)                        | R | R  | R | R | R | R | R | R | R | R | R | W | R |  |

| 01 241141110 (2)  |   | 0 |   |   |   |   | - |   |   | - |   |   | 300 |
|-------------------|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| NORTH CAROLINA    |   |   |   |   |   |   |   |   |   |   |   |   |     |
| Sen. East (R) **  | W | A | A | A | W | 0 | 0 |   |   |   |   |   |     |
| Sen. Broyhill (R) | 0 | 0 | 0 | 0 | 0 | W | W |   |   |   |   |   |     |
| Sen. Helms (R)    | W | W | W | W | W | W | W |   |   |   |   |   |     |
| 1 Jones (D)       | R | W | W | W | W | R | R | A | R | R | R | R | R   |
| 2 Valentine (D)   | W | W | W | W | W | W | W | W | W | R | R | R | W   |
| 3 Whitley (D)     | W | W | W | W | W | W | W | W | W | R | R | R | W   |
| 4 Cobey (R)       | W | W | W | W | W | W | W | W | W | R | R | R | W   |
| 5 Neal (D)        | R | W | W | R | R | W | R | R | W | R | R | R | W   |
| 6 Coble (R)       | W | W | W | W | W | W | W | W | W | R | R | R | W   |
| 7 Rose (D)        | R | W | A | W | W | R | R | R | W | R | R | R | R   |
| 8 Hefner (D)      | R | W | W | W | W | W | W | R | W | R | R | R | W   |
| 9 McMillan (R)    | W | W | W | W | W | W | W | W | W | R | R | R | W   |
| 10 Broyhill (R)   | W | W | W | W | W | W | W | W | W | R | R | 0 | 0   |
| 11 Hendon (R)     | W | W | W | W | W | W | W | W | W | R | R | R | W   |
|                   |   |   |   |   |   |   |   |   |   |   |   |   |     |

RRRRRRRRRRR RRWRRRRRRRRR

## TRECORD VOTE RECORD VOTE RECORD

\*

KENTUCKY

Sen. Ford (D)

R R W W

RW

R R R W W W

R

|  |   |    |   |    | -  |        |    |    |    |    |    | -  |        |            |
|--|---|----|---|----|----|--------|----|----|----|----|----|----|--------|------------|
| PENNSYLVANIA                           | 1 | 2  | 3 | 4  | 5  | 6      | 7  | 8  | 9  | 10 | 11 | 12 | 13     |            |
| Sen. Heinz (R)<br>Sen. Specter (R)     | R | R  | R | PR | AR | R      | R  |    |    |    |    |    |        |            |
| 1 Foglietta (D)                        | R | R  | R | R  | R  | R      | R  | R  | R  | A  | R  | R  | R      |            |
| 2 Gray (D)<br>3 Borski (D)             | R | R  | R | R  | R  | R      | R  | R  | A  | R  | R  | R  | R      |            |
| 4 Kolter (D)                           | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 5 Schulze (R)<br>6 Yatron (D)          | W | W  | W | W  | W  | W      | W  | W  | W  | R  | R  | R  | R      |            |
| 7 Edgar (D)                            | R | A  | R | R  | A  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 8 Kostmayer (D)<br>9 Shuster (R)       | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 10 McDade (R)                          | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 11 Kanjorski (D)                       | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 12 Murtha (D)<br>13 Coughlin (R)       | W | R  | R | R  | R  | R      | R  | R  | W  | R  | R  | R  | R      |            |
| 14 Coyne (D)                           | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 15 Ritter (R)<br>16 Walker (R)         | W | R  | R | R  | R  | R      | R  | R  | W  | R  | R  | R  | W      |            |
| 17 Gekas (R)                           | W | W  | W | W  | R  | W      | W  | W  | W  | W  | W  | W  | W      |            |
| 18 Walgren (D)<br>19 Goodling (R)      | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 20 Gaydos (D)                          | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 21 Ridge (R)<br>22 Murphy (D)          | W | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| 23 Clinger (R)                         | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| RHODE ISLAND                           |   |    |   |    |    |        |    |    |    |    |    |    |        |            |
| Sen. Chafee (R)<br>Sen. Pell (D)       | W | R  | W | W  | WR | R      | W  |    |    |    |    |    |        |            |
| 1 St Germain (D)<br>2 Schneider (R)    | R | RW | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R<br>R |            |
| SOUTH CAROLINA                         |   |    |   |    |    |        |    |    |    |    |    |    |        |            |
| Sen. Hollings (D)<br>Sen. Thurmond (R) | R | W  | W | W  | W  | RW     | W  |    |    |    |    |    |        |            |
| 1 Hartnett (R)                         | w | A  | w | W  | w  | W      | W  | w  | w  | w  | w  | R  | A      |            |
| 2 Spence (R)                           | W | W  | W | W  | W  | W      | W  | W  | W  | R  | R  | R  | W      |            |
| 3 Derrick (D)<br>4 Campbell (R)        | R | W  | W | W  | W  | RA     | R  | R  | W  | R  | R  | R  | W      |            |
| 5 Spratt (D)                           | R | W  | W | W  | W  | R      | R  | R  | W  | R  | R  | R  | W      |            |
| 6 Tallon (D)                           | W | W  | W | W  | W  | R      | R  | R  | R  | R  | R  | R  | R      |            |
| VERMONT                                |   |    |   |    |    |        |    |    |    |    |    |    |        |            |
| Sen. Leahy (D)<br>Sen. Stafford (R)    | R | W  | R | R  | R  | R      | R  |    |    |    |    |    |        |            |
| AL Jeffords (R)                        | R | W  | R | R  | R  | W      | R  | R  | W  | W  | R  | R  | W      |            |
| VIRGINIA                               |   |    |   |    |    |        |    |    |    |    |    |    |        |            |
| Sen. Trible (R)<br>Sen. Warner (R)     | W | W  | W | W  | W  | W      | W  |    |    |    |    |    |        |            |
| 1 Bateman (R)                          | W | W  | W | W  |    | W      | W  |    | W  |    | W  | W  | W      |            |
| 2 Whitehurst (R)<br>3 Bliley (R)       | R | AW | W | W  | W  | A<br>W | AW | AW | AW | W  | W  | W  | W      |            |
| 4 Sisisky (D)                          | R | W  | W | W  | W  | A      | A  | A  | A  | R  | R  | R  | R      | The same   |
| 5 Daniel (D)<br>6 Olin (D)             | W | AW | W | W  | W  | W      | W  | W  | W  | A  | R  | R  | W      |            |
| 7 Slaughter (R)                        | W | W  | W | W  | W  | W      | W  | W  | W  | W  | W  | R  | W      |            |
| 8 Parris (R)<br>9 Boucher (D)          | W | W  | W | WR | W  | W      | W  | W  | A  | W  | W  | R  | W      |            |
| 10 Wolf (R)                            | W | W  | W | W  | W  | W      | W  | W  | W  | W  | W  | W  | W      |            |
| WEST VIRGINIA                          |   |    |   |    |    |        |    |    |    |    |    |    |        |            |
| Sen. Byrd (D) Sen. Rockefeller (D)     | R | R  | R | R  | R  | R      | R  |    |    |    |    |    |        | No. of Lot |
| 1 Mollohan (D)                         | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      | 1          |
| 2 Staggers (D)<br>3 Wise (D)           | R | R  | R | R  | R  | R      | R  | R  | R  | R  | R  | R  | R      | Burth      |
| 4 Rahall (D)                           | R | R  | R | R  | R  | R      | R  | R  | R  | R  | A  | R  | R      |            |

# OF TEAMSTERS

| ILLINOIS  | 1                                       | 2                     | 3                     | 4                                       | 5                     | 6                     | 7                      | 8                    | 9                   | 10                                      | 11                    | 12                    | 13                         |  |
|---|---|-----------------------|-----------------------|---|-----------------------|-----------------------|------------------------|----------------------|---------------------|---|-----------------------|-----------------------|----------------------------|--|
| Sen. Dixon (D)<br>Sen. Simon (D)  | R                                       | R                     | R                     | R                                       | R                     | R<br>R                | R                      |                      |                     |   |                       |                       |                            |  |
| 1 Hayes (D) 2 Savage (D) 3 Russo (D) 4 ** O'Brien (R) 5 Lipinski (D) 6 Hyde (R) 7 Collins (D) 8 Rostenkowski (D) 9 Yates (D) 10 Porter (R) 11 Annunzio (D) 12 Crane (R) 13 Fawell (R) 14 Grotberg (R) 15 Madigan (R) 16 Martin (R) 17 Evans (D) 18 Michel (R) 19 Bruce (D) 20 Durbin (D) 21 Price (D) 22 Gray (D) | RRRWRWRWWWWRRRRRRRRRRRRRRRRRRRRRRRRRRRR | RRRWRWRWWWRWRWRAR     | RRRWRWRRWRWRWRWRAR    | RRRRWARRWWAWRRWRRRRRRRRRRRRRRRRRRRRRRRR | RRRWRWRWWAARRWRRRR    | RRRARWRRWWAAWRWRRRR   | RRRARWRRRWRAWARRRWRRRR | RRRARWRRWRAWWRRRRRRR | RRRARRWRAWAWWRWRRRR | RRRARWRRWRWWRRRRRRRRRRRRRRRRRRRRRRRRRRR | RRRARWRRAWRWWAWWRRRRR | RRRORWRWRWWWWRRRRR    | RRRORWRRRWRWRARWRWRRRR     |  |
| INDIANA   |   |                       |                       |   |                       |                       |                        |                      |                     |   |                       |                       |                            |  |
| Sen. Lugar (R)<br>Sen. Quayle (R)   | W                                       | W                     | W                     | W                                       | W                     | W                     | W                      |                      |                     |   |                       |                       |                            |  |
| 1 Visclosky (D) 2 Sharp (D) 3 Hiler (R) 4 Coats (R) 5 Hillis (R) 6 Burton (R) 7 Myers (R) 8 McCloskey (D) 9 Hamilton (D) 10 Jacobs (D)  | RRWWWRRR                                | RRWWWWRRR             | RRWWAWWRRR            | RRWRWRWRR                               | RRWWWWRRR             | RRWWWWRRR             | RRWWWWRRR              | RRRRWRRRR            | RRSSSSRSR           | R R W W W W R W R                       | RRWWRWWRR             | RRWWRWR               | RRWWARWRRR                 |  |
| IOWA  |   |                       |                       |   |                       |                       |                        |                      |                     |   |                       |                       |                            |  |
| Sen. Grassley (R)<br>Sen. Harkin (D)  | WR                                      | R                     | W                     | WR                                      | WR                    | WR                    | WR                     |                      |                     |   |                       |                       |                            |  |
| 1 Leach (R) 2 Tauke (R) 3 Evans (R) 4 Smith (D) 5 Lightfoot (R) 6 Bedell (D)  | RRRWR                                   | RWWRWR                | RWWAWR                | RRARWR                                  | RRWRWR                | W W W R W R           | RRARWR                 | WWARWR               | WWARWR              | W<br>W<br>W<br>A<br>W<br>R              | W W A A W R           | W<br>W<br>W<br>W<br>P | W<br>W<br>A<br>R<br>W<br>A |  |
| KANSAS  |   |                       |                       |   |                       |                       |                        |                      |                     |   |                       |                       |                            |  |
| Sen. Dole (R)<br>Sen. Kassebaum (R)   | W                                       | W                     | W                     | W                                       | W                     | W                     | W                      |                      |                     |   |                       |                       |                            |  |
| 1 Roberts (R)<br>2 Slattery (D)<br>3 Meyers (R)<br>4 Glickman (D)<br>5 Whittaker (R)  | W<br>R<br>W<br>R<br>W                   | W<br>R<br>W<br>R<br>W | W<br>R<br>W<br>R<br>W | W<br>R<br>R<br>R<br>W                   | W<br>R<br>W<br>R<br>W | W<br>R<br>W<br>R<br>W | WRWRW                  | W R W R W            | WRWRW               | W<br>R<br>W<br>R<br>A                   | W<br>R<br>W<br>R<br>W | W<br>W<br>W<br>W      | W<br>R<br>W<br>R           |  |
| Sultinary Control   |   |                       |                       |   |                       |                       |                        |                      |                     |   |                       |                       |                            |  |

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## FCORD

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#### CENTRAL CONFERENCE OF TEAMSTERS

R

WR

W

Sen. Glenn (D)

| KENTUCKY(CONT'D) | 1 | 2 | 3   | 4 | 5   | 6   | 7   | 8   | 9   | 10  | 11  | 12  | 13  |  |
|------------------|---|---|-----|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|
| 1 Hubbard (D)    | W | R | A   | R | R   | R   | R   | R   | R   | R   | R   | R   | R   |  |
| 2 Natcher (D)    | R | R | R   | R | R   | R   | R   | R   | R   | R   | R   | R   | R   |  |
| 3 Mazzoli (D)    | R | R | R   | R | R   | W   | R   | R   | W   | W   | R   | W   | R   |  |
|                  |   |   | *** |   | 200 | 144 | 144 | 144 | 100 | 101 | 101 | 387 | 100 |  |

WWR 4 Snyder (R) WWR WWR WWR WWR RWR WWR WWR W R 5 Rogers (R) W WR WR WR R W 6 Hopkins (R) 7 Perkins (D)

#### MICHIGAN

| Sen. Levin (D)  | R | R | R | R | R | R | R |   |   |   |   |   |
|-----------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Sen. Riegle (D) | R | W | R | R | R | R | R |   |   |   |   |   |
| 1 Conyers (D)   | A | A | A | R | R | R | R | R | R | R | R | R |
| 2 Pursell (R)   | R | W | W | R | W | W | R | R | W | W | W | W |
| 3 Wolpe (D)     | R | R | R | R | R | R | R | R | R | R | R | R |
| 4 Siljander (R) | W | W | W | W | W | W | W | W | W | W | W | A |
|                 |   |   |   |   |   |   | - | - |   | - | - | - |

W 5 Henry (R) R 6 Carr (D) R R R R R R R R RRW RRW RRW RR RRW RRW 7 Kildee (D) AR R RRWWR RRW RRW RRR RRW AW 8 Traxler (D) W 9 Vander Jagt (R) RR R WR 10 Schuette (R) W W W W R W WAAR R R R R 11 Davis (R) ARRR ARRR ARRR ARRR RAR AR RR 12 Bonior (D) RRR RRR RRR R R R R 13 Crockett (D) R R R R R 14 Hertel (D) R RR RR R R R R R 15 Ford (D) R RRRW RRRW R R R 16 Dingell (D) R R RW RW R R 17 Levin (D) R R R R R R R

R

#### MINNESOTA

18 Broomfield (R)

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

| Sen. Boschwitz (R)  | W | W | W | W | W | R | W |
|---------------------|---|---|---|---|---|---|---|
| Sen. Durenberger(R) | R | R | R | R | R | R | R |

1 Penny (D) R RW 2 Weber (R) W WAR RW W W W W W W W W W W W W 3 Frenzel (R) R 4 Vento (D) RR RR RR R 5 Sabo (D) R R R R R R R R R R 6 Sikorski (D) 7 Stangeland (R) W W W R R W W W W W W W W R R R R R R R R R R 8 Oberstar (D) R

#### MISSOURI

| Sen. Danforth (R) | R | R | R | R | R | R | R |
|-------------------|---|---|---|---|---|---|---|
| Sen. Eagleton (D) | R | R | R | R | R | A | A |

1 Clay (D) RR R R R R R R R R 2 Young (D) R R R A A A R 3 Gephardt (D) R R ARR R R R R R R 4 Skelton (D) R R R R R R R R R R R 5 Wheat (D) R W W W W W W R W 6 Coleman (R) R W W W W W W W AW AW 7 Taylor (R) W W R R W W R W W W R W 8 Emerson (R) 9 Volkmer (D) R R R R R R R R R R

#### NERRASKA

| HEDITAGICA        |   |   |   |   |   |   |   |     |      |  |
|-------------------|---|---|---|---|---|---|---|-----|------|--|
| Sen. Exon (D)     | R | W | W | W | P | R | W |     |      |  |
| Sen. Zorinsky (D) | W | P | W | W | A | P | W |     |      |  |
|                   |   |   |   |   | _ |   |   | *** | <br> |  |

WW R W W WW 1 Bereuter (R) WW WW WW W W W R W 2 Daub (R) W 3 Smith (R)

#### **NORTH DAKOTA**

| Sen. Andrews (R) | R | R | R | R | R | R | F |
|------------------|---|---|---|---|---|---|---|
| Sen. Burdick (D) | R | R | R | R | R | R | F |

RRRRRRRRRRWR AL Dorgan (D)

#### OHIO 3 4 5 6 7 8 9 10 11 12 13 RRRRRRR

| Sen. Metzenbaum (D) | R | R | R | R | R | R | R |   |   |   |   |   |   |
|---------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 Luken (D)         | R | R | R | R | R | R | R | R | R | R | R | W | R |
| 2 Gradison (R)      | W | W | W | W | W | W | W | R | W | W | W | W | W |
| 3 Hall (D)          | R | R | R | W | W | R | R | R | R | R | R | R | R |
| 4 Oxley (R)         | W | W | W | W | W | W | W | W | W | W | W | W | W |
| 5 Latta (R)         | W | W | W | A | A | W | W | R | W | A | R | W | W |

W 6 McEwen (R) W W W W W WW 7 DeWine (R) W WWR W WAR WWR W W W W W WR R W W 8 Kindness (R) R R R R R R 9 Kaptur (D) R R R R 10 Miller (R) W W W W W W W R W RW 11 Eckart (D) R R R R R R R R R R R R 12 Kasich (R) W W R W W W R W W R W W RR RR R R R R R R R R R W R 13 Pease (D) R W R R R R 14 Seiberling (D) R R R R 15 Wylie (R) W W W W AR R R R R W W W R WR WR R W R R R R R R R R 16 Regula (R) 17 Traficant (D) R R R R R R R R R R R 18 Applegate (D) 19 Feighan (D) R R R R R R R R R R R R R R R R R R R 20 Oakar (D) R R R R R R R R R R R R R 21 Stokes (D) R R R R R R R

#### SOUTH DAKOTA

| Sen. Abdnor (R)   | W | W | W | W | W | W | W |   |   |   |   |   |   |
|-------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Sen. Pressler (R) | W | R | A | A | W | W | W |   |   |   |   |   |   |
| AL Daschle (D)    | R | R | A | R | R | R | R | R | R | R | R | W | R |

#### WISCONSIN

| Sen. Kasten (R)   | W | R | W | W | W | R | W |
|-------------------|---|---|---|---|---|---|---|
| Sen. Proxmire (D) | R | R | R | R | R | R | R |

| ociii i ioxiiiiio (b) |   | - |   |   |   |   |   |   |   |   |   |   |   |
|-----------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 Aspin (D)           | R | R | R | A | A | R | R | R | R | R | A | R | R |
| 2 Kastenmeier (D)     | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 3 Gunderson (R)       | R | W | R | R | W | W | R | R | W | R | R | R | W |
| 4 Kleczka (D)         | R | R | R | R | R | R | R | R | R | R | R | W | R |
| 5 Moody (D)           | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 6 Petri (R)           | R | W | R | W | W | R | R | R | W | W | W | W | W |
| 7 Obey (D)            | R | R | R | R | R | R | R | R | R | R | R | R | R |
| 8 Roth (R)            | W | W | W | W | W | W | W | R | W | W | W | W | W |
| 9 Sensenbrenner (R)   | W | W | W | W | W | W | R | R | W | W | W | W | W |



#### TERECORD VOTE RECORD VOTE

### SOUTHERN CONFERENCE OF TEAMSTERS

| 1     | 1   | 00                                  | 0  | •  | •  | line. |     | - |     |        | _      |    |    |    |    | -11 | ICL OI                             | -      |     | 110 | -    | '      | -  |   |   |   |    |    |    |        | +        |
|-------|-----|-------------------------------------|----|----|----|-------|-----|---|-----|--------|--------|----|----|----|----|-----|------------------------------------|--------|-----|-----|------|--------|----|---|---|---|----|----|----|--------|----------|
| 1     | 1   |                                     |    |    |    |       |     |   |     |        |        |    |    |    |    |     |                                    |        |     |     |      |        |    |   |   |   |    |    |    |        | *        |
| Â     | *   | ALABAMA                             | 1  | 2  | 3  | 4     | 5   | 6 | 7   | 8      | 9      | 10 | 11 | 12 | 13 |     |                                    | 1      | 2   | 3   | 4    | 5      | 6  | 7 | 8 | 9 | 10 | 11 | 12 | 13     | *        |
| *+    | * * | Sen. Denton (R)<br>Sen. Heflin (D)  | WR |    |    | -     | 2.5 | W | -   |        |        |    |    |    |    |     | 7 Breaux (D)<br>8 Long (D)         | R<br>R | WR  | R   | R    | R      |    |   |   |   |    | R  | R  |        | **       |
| *     | *   | 1 Callahan (R)                      | W  | w  | w  | w     | w   | w | w   | w      | w      | R  | w  | R  | w  | N   | IISSISSIPPI                        |        |     |     |      |        |    |   |   |   |    |    |    |        | *        |
| *     | *   | 2 Dickinson (R)<br>3 Nichols (D)    | W  | W  | W  | W     | R   | W | W   | A      | A      | R  | R  | R  | W  |     | en. Cochran (R)                    | W      | 135 |     | 1335 | W      | w  | - |   |   |    |    |    |        | *        |
| *     | *   | 4 Bevill (D)<br>5 Flippo (D)        | W  | R  | R  |       |     |   | R   | R      | R      | R  | R  | R  |    |     | en. Stennis (D)  1 Whitten (D)     | R      | A   | K   | R    | H      | H  | W | D | D | D  | D  | P  | P      | *        |
| *     | *   | 6 Erdreich (D)                      | R  | W  | W  | R     | R   | R | R   | R      | R      | R  | R  | R  | A  |     | 2 Franklin (R)                     | W      | W   | W   | W    | W      | W  | W | W | W | R  | R  | R  | w      | 7        |
| X     | ¥   | 7 Shelby (D)                        | R  | W  | W  | R     | R   | R | R   | R      | R      | R  | R  | R  | R  |     | 3 Montgomery (D)<br>4 Dowdy (D)    | R      | W   | W   | W    | W      | R  | R | R | R | R  | R  | R  | W<br>R | 7        |
| 4     | *   | ARKANSAS                            |    |    |    |       |     |   |     |        |        |    |    |    |    |     | 5 Lott (R)                         | W      | W   | W   | W    | W      | W  | W | W | W | R  | R  | R  | W      | *        |
| *     | *   | Sen. Bumpers (D)<br>Sen. Pryor (D)  | W  | W  | W  | W     | W   | R | W   |        |        |    |    |    |    |     | KLAHOMA                            |        |     |     |      |        |    |   |   |   |    |    |    |        | *        |
| *     | *   | 1 Alexander (D)<br>2 Robinson (D)   | R  | R  | R  | R     | R   |   | R   | R      | R      | R  | A  | R  | R  |     | en. Boren (D)<br>en. Nickles (R)   | W      | W   | W   | W    | W      | R  | W |   |   |    |    |    |        | *        |
|       | *   | 3 Hammerschmidt (R)                 | W  | W  | W  | W     | W   | W | W   | W      | W      | W  | R  | R  | W  |     | 1 Jones (D)                        | R      | W   | W   | R    | R      | AR | A | A | A | R  | R  | R  | R      | *        |
| *     | *   | 4 Anthony (D)                       | R  | VV | W  | R     | R   | R | W   | R      | W      | R  | R  | R  | vv |     | 2 Synar (D)<br>3 Watkins (D)       | R      | W   | W   | R    | R      | W  | R | R | W | R  | R  | R  | W      | *        |
| *     | *   | FLORIDA                             |    | -  | _  | _     | _   |   |     |        |        |    |    |    |    |     | 4 McCurdy (D)<br>5 Edwards (R)     | R      | W   | W   | AR   | A<br>W | W  | R | R | W | R  | R  | R  | W      | *        |
| *     | *   | Sen. Chiles (D)<br>Sen. Hawkins (R) | W  | R  | R  | R     | R   | R | W   |        |        |    |    |    |    |     | 6 English (D)                      | W      | W   | W   | R    | R      | W  | R | W | W | R  | R  | R  | W      | *        |
| Y     | X   | 1 Hutto (D)                         | W  | W  | W  | W     | W   | W | W   | W      | W      | R  | R  | R  | W  | Т   | ENNESSEE                           |        |     |     |      |        |    |   |   |   |    |    |    |        | 7        |
| *     | *   | 2 Fuqua (D)<br>3 Bennett (D)        | R  | R  | R  | W     | W   | R | R   | R      | W<br>R | R  | R  | W  | AR |     | en. Gore (D)<br>en. Sasser (D)     | R      |     | R   | R    | R      | R  | R |   |   |    |    |    |        | *        |
| *     | *   | 4 Chappell (D)<br>5 McCollum (R)    | R  | W  | W  | W     | W   | W | W   | W      | W      | R  | R  | R  | R  |     | 1 Quillen (R)                      | W      | W   | w   | R    | R      | w  | w | w | w | w  | R  | R  | w      | *        |
| *     | *   | 6 MacKay (D)<br>7 Gibbons (D)       | W  | A  | W  | W     | W   | R | R   | WR     | W      | R  | R  | W  | W  |     | 2 Duncan (R)<br>3 Lloyd (D)        | W      | W   | W   | W    | W      | W  | R | W | W | W  | W  | R  | W      | *        |
| X     | X   | 8 Young (R)                         | W  | W  | W  | w     | W   | A | A   | A      | A      | W  | W  | W  | W  |     | 4 Cooper (D)                       | R      | W   | R   | R    | R      | W  | R |   | W | R  | R  | R  | R      | 7        |
| ¥     | +   | 9 Bilirakis (R)<br>10 Ireland (R)   | R  | W  | W  | W     | W   | W | W   | W      | W      | W  | W  | W  | W  |     | 5 Boner (D)<br>6 Gordon (D)        | R      | R   | R   | R    | R      | R  | R | R | R | R  | R  | R  | R      | *        |
| *     | *   | 11 Nelson (D)<br>12 Lewis (R)       | R  | A  | AW | W     | W   | W | W   | R      | W      | R  | RW | W  | W  |     | 7 Sundquist (R)<br>8 Jones (D)     | W      | W   | W   | W    | W      | W  | R | W | W | W  | R  | R  | W      | *        |
| *     | *   | 13 Mack (R)<br>14 Mica (D)          | W  | W  | W  | W     | W   | W | WR  | WR     | W      | W  | W  | W  | W  |     | 9 Ford (D)                         | R      | R   | R   | R    | R      | A  | A | A | A | R  | R  | R  | R      | *        |
| *     | *   | 15 Shaw (R)                         | W  | W  | W  | W     | W   | W | W   | W      | W      | W  | W  | W  | W  | Т   | EXAS                               |        |     |     |      |        |    |   |   |   |    |    |    |        | *        |
| X     | *   | 16 Smith (D)<br>17 Lehman (D)       | R  | R  | R  | R     | R   | R | R   | R      | R      | R  | P  | R  | R  |     | en. Bentsen (D)<br>en. Gramm (R)   | W      | W   | W   | W    | W      | R  | W |   |   |    |    |    |        | <b>T</b> |
| *     | *   | 18 Pepper (D)<br>19 Fascell (D)     | R  | R  | R  |       |     | R | R   |        | R      | R  | R  | AR |    |     | 1 Chapman (D)                      | W      | W   | w   | W    | w      | R  | R | R | R | R  | R  | R  | R      | *        |
| *     | *   | GEORGIA                             |    |    |    |       |     |   |     |        |        |    |    |    |    |     | 2 Wilson (D)<br>3 Bartlett (R)     | W      | R   | R   | R    | R      | R  | R | R | R | R  | R  | R  | R      | *        |
| *     | *   | Sen. Mattingly (R)                  | w  | w  | w  | w     | w   | w | w   |        |        |    |    |    |    |     | 4 Hall (D)<br>5 Bryant (D)         | R      | W   | W   | A    | A      | W  | W | W | W | R  | R  | R  | W      | *        |
| X     | X   | Sen. Nunn (D)                       | R  | W  | W  | W     | R   | R | W   |        |        |    |    |    |    |     | 6 Barton (R)                       | W      | W   | W   | W    | W      | W  | W | W | w | W  | w  | W  | W      | *        |
| Ţ.    | *   | 1 Thomas (D)<br>2 Hatcher (D)       | R  | W  | W  | W     | W   | R | RA  | R      | WA     | R  | R  | R  | R  |     | 7 Archer (R)<br>8 Fields (R)       | W      | W   | W   | W    | W      | W  | W | W | W | W  | W  | W  | W      | *        |
| *     | *   | 3 Ray (D)<br>4 Swindall (R)         | R  | W  | W  | W     | W   | W | RW  | W      | W      | R  | R  | R  | W  |     | 9 Brooks (D)<br>0 Pickle (D)       | R      | R   | R   | RW   | R      | R  | R | R | R | R  | R  | R  | R      | *        |
| *     | *   | 5 Fowler (D)                        | A  | A  | W  | W     | W   | R | R   | R      | W      | R  | R  | R  | A  | 1   | 1 Leath (D)<br>2 Wright (D)        | W      | W   | W   | W    | W      | W  | W | W | W | R  | AR | R  | WR     | *        |
| *     | *   | 6 Gingrich (R)<br>7 Darden (D)      | W  | W  | W  | W     | W   | W | R   | A      | A      | R  | R  | R  | W  | 1   | 3 Boulter (R)                      | W      | W   | W   | W    | W      | W  | W | W | W | W  | R  | W  | W      | *        |
| X     | 1   | 8 Rowland (D)<br>9 Jenkins (D)      | R  | W  | W  | W     | W   | W | R   | R<br>W | W      | R  | R  | R  | R  |     | 4 Sweeney (R)<br>5 de la Garza (D) | R      | R   | R   | R    | W      | R  | R | R | R | R  | A  | R  | W<br>R | *        |
| ×     | *   | 10 Barnard (D)                      | R  | W  | W  | W     | W   | R | R   | R      | W      | R  | R  | R  | W  |     | 6 Coleman (D)<br>7 Stenholm (D)    | R      | W   | R   | R    | W      | R  | R | R | R | R  | R  | R  | W      | *        |
| *     | *   | LOUISIANA                           |    |    |    |       |     |   |     |        |        |    |    |    |    | 1   | 8 Leland (D)<br>9 Combest (R)      | R      | R   | R   | R    | R      | R  | R | R | R | R  | R  | R  | R      | *        |
| *     | *   | Sen. Johnston (D)<br>Sen. Long (D)  | R  | R  | W  | W     | R   | R |     |        |        |    |    |    |    | 2   | 0 Gonzalez (D)                     | R      | R   | R   | R    | R      | R  | R | R | R | R  | R  | R  | R      | *        |
| *     | *   | 1 Livingston (R)                    | W  | W  | W  | W     | w   | W | W   | W      | W      | R  | W  | w  | w  |     | 1 Loeffler (R)<br>2 DeLay (R)      | W      | W   | W   | W    | W      | W  | W | W | W | W  | W  | R  | W      | *        |
| X     | X   | 2 Boggs (D)<br>3 Tauzin (D)         | R  | R  | R  | R     | R   | R | R   | R      | R      | R  | R  | R  | R  | 2   | 3 Bustamante (D)<br>4 Frost (D)    | R      | R   | R   | R    | R      | AR | R | R | R | R  | R  | R  | R      | *        |
| **    | *   | 4 Roemer (D)                        | W  | W  | W  | W     | R   | R | W   | R      | W      | R  | R  | R  | W  | 2   | 5 Andrews (D)                      | R      | W   | W   | R    | R      | R  | R | R | R | R  | R  | R  | W      | *        |
| *     | *   | 5 Huckaby (D)<br>6 Moore (R)        | W  | W  | W  | W     | W   | W | W   | R      | W      | R  | R  |    | W  |     | 6 Armey (R)<br>7 Ortiz (D)         | R      | A   | R   | R    | W      | R  | R | R | R | R  | R  |    | R      | *        |
| **    | 1*  | ****                                | 47 | 47 | 47 | 47    | 47  | * | 4   | *      | *      | *  | *  | *  | *  | **  | ***                                | **     | A   | *   | *    | *      | *  | * | * | * | *  | *  | KT | *      | *        |
| -     |     |                                     |    |    |    |       | 0)  |   | 100 |        |        |    |    |    |    |     |                                    |        |     |     |      |        |    |   |   |   |    |    |    |        |          |
| el in |     |                                     |    |    |    |       |     |   |     |        |        |    |    |    |    |     |                                    |        |     |     |      |        |    |   |   |   |    |    |    |        |          |

#### CONFERENCE HAWAII 2 ALASKA 6 7 8 10 11 12 13 3 4 5 6 7 8 9 10 11 12 13 R A R R R R R R R R Sen. Inouye (D) Sen. Murkowski (R) R W R R R A R R Sen. Matsunaga (D) R Sen. Stevens (R) R W R R R R R R R R R R R R R A 0 0 R A 1 Heftel (D) AL Don Young (R) R RR R RRR R R WR 2 Akaka (D) A R R R R R R R **ARIZONA** IDAHO Sen. DeConcini (D) W W R R W W W W W Sen. McClure (R) W W W W Sen. Goldwater (R) Δ W W W Sen. Symms (R) W W W w R W W W W w w 1 McCain (R) W W W W W W W RWW W W 1 Craig (R) 2 Udall (D) R A R R R R R R R R R R R R R R R R R R W A 3 Stump (R) W W W W W W W W W W 2 Stallings (D) W W W W 4 Rudd (R) W A W A A A A A A MONTANA 5 Kolbe (R) W W W R W W W W W R R R R R Sen. Baucus (D) **CALIFORNIA** Sen. Melcher (D) R R R R R R R Sen. Cranston (D) R R R R R R R R R R R R R RRRRRR Williams (D) Sen. Wilson (R) W W W W W W 2 Marlenee (R) W W W W W W W W R W R R R R R R R R R 1 Bosco (D) **NEVADA** W W R W W W W W W W 2 Chappie (R) A A A 3 Matsui (D) R R R R R R R R R R R W R Sen. Hecht (R) W R R R R R R R R R R R R R 4 Fazio (D) Sen. Laxalt (R) W W W W W 5 Burton (D) R R R R R R R R R R R R R R R R WRRRR 6 Boxer (D) R R R R R R R 1 Reid (D) W R R R R R A R R R A R W R 2 Vucanovich (R) W W W W W W W W W R R R R R R R R R A 7 Miller (D) 8 Dellums (D) R R R R R R R R R R R R R R **NEW MEXICO** R R R A R R R R R R W R 9 Stark (D) 10 Edwards (D) R R R R R R R R R R R R R Sen. Bingaman (D) R R R R R R 11 Lantos (D) R R R R R R R Sen. Domenici (R) W W W W W R W 12 Zschau (R) W w w w W W W W R W A A W W W W W W R A A A A A A 13 Mineta (D) R R R R R R R R R R R W R 1 Lujan, Jr. (R) W W W W W W W W W W R 14 Shumway (R) W W W W W W W W W 2 Skeen (R) W W W W R R R R R R R R R R 3 Richardson (D) 15 Coelho (D) R W R 16 Panetta (D) R **OREGON** R R W R R R R R 17 Pashayan (R) W W W R A 18 Lehman (D) R R R R R R R R R R R R R Sen. Hatfield (R) W W W R W W W W W W W W W R W 19 Lagomarsino (R) R R R R R R R Sen. Packwood (R) W W W W W W W 20 Thomas (R) W W W W R A R R R R R R R W R 1 AuCoin (D) W R R 21 Fiedler (R) W W W W W W W W W W W W W W W W W W 2 Smith (R) W W A W W W W W W 22 Moorhead (R) W W W W W W R W W W W W W R R R R W R 3 Wyden (D) R W R R R R 23 Beilenson (D) R R R R R R R R R W W W W R R R R R R R 4 Weaver (D) R R R A A R R R W 24 Waxman (D) R R R R R .R W R R R R R R R 5 Smith (R) W W W W A A W W 25 Roybal (D) R R R R R R 26 Berman (D) R R R R R R R R R R R W R UTAH 27 Levine (D) R R R R R R R A A R W R R 28 Dixon (D) R A R R R R R R R R R WWWWW Sen. Garn (R) 29 Hawkins (D) R A R R R R R R R R R R A Sen. Hatch (R) W W W 30 Martinez (D) R R R R R R R R R R W W W W W W W W 1 Hansen (R) 31 Dymally (D) R A A R R R R R R R R R A W www www W W W W W 32 Anderson (D) R R R W W R R R R R R W R 2 Monson (R) W R R W RRWWWW 3 Nielson (R) W W W W W W W W W W W W W 33 Dreier (R) 34 Torres (D) R R R R R R R R R R R R 35 Lewis (R) WASHINGTON W W W W W W W R W W W W R 36 Brown (D) A R A A A R R R R R R R R Sen. Evans (R) W W W A R W W W W W W 37 McCandless (R) W W W W Sen. Gorton (R) W W W R W W W W W W W 38 Dornan (R) W A A A R W W 1 Miller (R) R R R W 39 Dannemeyer (R) W W W W W W W W W W W W R R W R R R R R R R R 2 Swift (D) R R 40 Badham (R) W A W W W W W W W A W A 3 Bonker (D) R R R R R R R R R R R W R W W W W W A A W W W W 41 Lowery (R) A A 4 Morrison (R) W W W W W R R W W W W R 42 Lungren (R) W W W W W W W W W W W W A P R 5 Foley (D) R R R R R R R R R R R 43 Packard (R) W W W W W W W W W W W W W R R R R R R R R W R 6 Dicks (D) R R R 44 Bates (D) R R R R W R R R R R R R W W R R R R R R R R R R W W W W W W 7 Lowry (D) R 45 Hunter (R) W W 8 Chandler (R) W W W W W W COLORADO **WYOMING** W W W W W Sen. Armstrong (R) W W R R R R R R Sen. Simpson (R) WRWWWW Sen. Hart (D) w w w w Sen. Wallop (R) W W R R R R R R R 1 Schroeder (D) 2 Wirth (D) R R R R R R R R R R W R AL Cheney (R) wwwwwwwww R W W W W W W W W W 3 Strang (R) W W W R

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4 Brown (R)

5 Kramer (R)

6 Schaefer (R)

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### SENATE RACES ARE PIVOTAL

n November 4, voters will select 435 Representatives, along with 34 Senators and 36 Governors. Perhaps the most important issue, however, will be the tilt of the Senate makeup. In the crucial battle for the Senate, the Republicans currently hold a 53-to-47 edge, with 22 GOP seats up for grabs, compared to only 12 held by the Democrats. As voters go to the polls, Teamsters will be watching the results closely since any changes that come are apt to alter the delicate balance that might affect key votes on pro- or anti-labor issues. For that reason, International Teamster this month looks at those key Senate races and gives our members your union's official endorsement stance on the candidates. ( "Teamster endorsement.)

IDAHO

**ILLINOIS** 

INDIANA\*\*

IOWA

KANSAS\*\*

**KENTUCKY** 

LOUISIANA\*\*

#### ALABAMA Sen. Jeremiah Denton (R) Sen. Steven Symms (R) John Evans (D) Rep. Richard Shelby (D) ALASKA Sen. Frank Murkowski (R) Sen. Alan Dixon (D) Glen Olds (D) Judy Koehler (R) **ARIZONA** (Open Seat-Incumbent Sen. Dan Quayle (R) Goldwater's Retiring) Jill Long (D) Rep. John McCain (R) Richard Kimball (D) Sen. Charles Grassley (R) ARKANSAS\*\* John Roehrick (D) Sen. Dale Bumpers (D) Asa Hutchinson (R) Sen. Robert Dole (R) **CALIFORNIA** Guy McDonald (D) Sen. Alan Cranston (D) Rep. Ed Zschau (R) Sen. Wendell Ford (D) **COLORADO** Jackson Andrews (R) (Open Seat-Incumbent Hart Is Retiring) Rep. Tim Wirth (D) (Open Seat—Incumbent Long is Retiring) Rep. Ken Kramer (R) Rep. John Breaux (D) CONNECTICUT Rep. Henson Moore (R) Sen. Chris Dodd (D) Roger Eddy (R) **FLORIDA** Sen. Paula Hawkins (R) Bob Graham (D) **GEORGIA** Sen. Mack Mattingly (R) Rep. Wyche Fowler (D)

HAWAII

Sen. Daniel Inouye (D)

Frank Hutchinson (R)

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| MARYLAND                                      |
|---|
| (Open Seat—Incumbent<br>Mathias Is Retiring)  |
| Rep. Barbara Mikulski (D)                     |
| Linda Chavez (R)                              |
| MISSOURI                                      |
| (Open Seat—Incumbent<br>Eagleton Is Retiring) |
| Lt. Gov. Harriet Woods (D)                    |
| Gov. Christopher Bond (R)                     |
| NEVADA  |
| (Open Seat—Incumbent<br>Laxalt Is Retiring)   |
| Jim Santini (R)                               |
| Rep. Harry Reid (D)                           |
| NEW HAMPSHIRE**                               |
| Sen. Warren Rudman (R) vs.                    |
| Endicott Peabody (D)                          |
| NEW YORK                                      |
| Sen. Alfonse D'Amato (R)                      |
| Mark Green (D)                                |
| NORTH CAROLINA                                |
| Sen. James Broyhill (R)                       |
| Terry Sanford (D)                             |
|   |
|   |

Sen. Mark Andrews (R) Kent Conrad (D) OHIO Sen. John Glenn (D) Rep. Thomas Kindness (R) **OKLAHOMA** Sen. Don Nickles (R) Rep. Jim Jones (D) **OREGON\*\*** Sen. Bob Packwood (R) Rick Bauman (D) **PENNSYLVANIA** Sen. Arlen Specter (R) Rep. Bob Edgar (D) **SOUTH CAROLINA** Sen. Ernest F. Hollings (D) Henry D. McMaster (R) **SOUTH DAKOTA** Sen. James Abdnor (R) Rep. Tom Daschle (D) UTAH Sen. Jake Garn (R) Craig Oliver (D) VERMONT Sen. Patrick Leahy (D) Gov. Richard Snelling (R) WASHINGTON Sen. Slade Gorton (R) Brock Adams (D) **WISCONSIN** Sen. Bob Kasten (R)

vs. Ed Garvey (D)

NORTH DAKOTA



\*\* At press time, affiliates had not provided the IBT with an endorsement or yet selected a choice from between the two well-qualified contenders in this race.

# 'Buy American' Includes Outa

an Francisco Teamsters
Joint Council 7, keeping
with the spirit of the
union's "Buy American" program, has come up with a
novel way to "Buy American"
by encouraging the purchase of
American grown agricultural
products.

#### **Teamster Support**

Joint Council 7's leadership a few months back became one of the key sponsors and associate members of THANKS, INCORPORATED, a group which aims to promote the purchase of American-grown products and stem the tide of imported foods through a program centering on the theme, "Buy American—Save Our Farmers."

The program is endeavoring to encourage the use of specially designed seals on all labels, master cases, letterheads and envelopes to identify American farm products produced by American industries to give the American consumer a choice to "Buy American and Save Our Farmers."

#### Seal of Approval

When consumers see this seal on a package or label, they can be assured that the product has been grown and processed in the U.S.A. They will be able to choose for themselves which farm products they want to purchase. If the product wasn't grown in the U.S.A., they can ask the store manager why the store isn't stocking American farm-grown products. If American products are readily available, they can

refuse to purchase the foreign grown import.

THANKS, INCORPORATED, now in its formative stages, is the outgrowth of concern by a number of American businesses, including processors, packers and producers, and union leaders, all of whom are concerned about the plight of the American farming community

At the group's kickoff session, Joint Council 7 President Chuck Mack spoke about the Teamsters' strong support for the



"Buy American" concept and our own IBT program, pledging in the process Joint Council 7's support of THANKS' efforts.

One of the spearheads for the "Save Our Farmers" program has been Richard Shaw, whose company, Shaw's Frozen Foods, is a Teamster employer responsible for packaging frozen vegetables for more than 400 different labels on a daily basis.

After years spent buying the best vegetables wherever he could purchase them in the California area, it began occurring to Shaw late last year how wide the repercussions from such purchasing policies could be.

Even in the frozen food business, it's easy to be lulled into inactivity. "Up until six months ago," he told a California reporter at the kickoff meeting, "I was buying less and less of my vegetables from Salinas or San Joaquin farmers, and more and more from Mexico or Guatemalan farmers. The reason was price. One of our field workers can make \$80 a day, plus benefits, doing piecework, while a Mexican doing the same thing may make \$5 for a 10-hour day, and a Guatemalan may be getting only \$1.70 for the same 10hour day, with no benefits. The California growers just couldn't compete.

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"I decided I wanted to do something," this Teamster employer recollects, "when I looked in California's own backyard and saw growers who'd been farming for 30 years suddenly going bankrupt."

The businessman even remembers the moment that became his personal turning point in the "Buy American" battle. He recalls, "The wife of one of my friends committed suicide when her husband filed for Chapter 11. The toll, in human years, that comes from the onslaught of foreign imports is almost beyond imagination."

Shaw's suggestion to remedy the problem has now become the goal for THANKS. He'd like to attach a logo to the packages of all American-grown foods, proclaiming, "Save Our Farmers—Buy American," as a visible symbol to consumers of American-grown and processed products and the importance of supporting American industries.

This Teamster employer has

## urarmers, Teamsters Say

already begun practicing what he preaches. Since the start of 1986, Shaw's Frozen Foods has contracts only with American growers. He'd like to see other employers follow the same philosophy. The group is hoping to sign up the manufacturers of canned products, dried products, wines and other foodstuffs, "anything that's American and that you can put a label on."

#### A Guarantee of Quality

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Those participating in THANKS, including the Teamster representatives, hope that when the consumer knows where the products are grown and processed, and know that the foods were produced with the USDA's protection against insecticides and health hazards, that Mr. or Mrs. Consumer will choose the American-grown food. Each product bearing the "Save Our Farmers" label will represent a product that was 100% U.S.A. grown and packed.

"People want to help," Shaw says. "With the 'Save Our Farmers—Buy American' logo, THANKS, INCORPORATED is giving them a way to do it by looking for the labels that will indicate products that are 100% American.

#### The Sad Facts

That there's a need for such a program is evidenced by the facts. Consider the statistics for three vegetables alone. In 1979, according to U.S. Department of Commerce statistics, the United States imported 2,634,000 pounds of brussels sprouts,

15,451,000 pounds of broccoli and 10,010,000 pounds of cauliflower. By 1985, those figures had skyrocketed with U.S. consumers availing themselves of some 7,913,409 pounds of brussels sprouts, 77,147,296 pounds of broccoli and a whopping 36,823,083 pounds of cauliflower.

These three major frozen vegetable crops—brussels sprouts, broccoli and cauliflower—have increased in imports from 28,095,000 pounds in 1979 to more than 121,884,000 pounds in 1985, an overall increase in imports that has averaged a mammoth 26% a year! Is it any wonder growers across the country are applauding the formation of a group to help them retain their foothold in the market?

Teamster consumers can help by demanding of their local markets and stores that they begin using this simple labeling system, which will help shoppers distinguish instantly between domestically produced goods and the foreign imports that are eroding our markets. California Teamsters believe in the American farmer and know we need to protect them and their fellow farmers nationwide if we are to shelter them from the disastrous conditions that face the family farmer today.

Teamsters Joint Council 7 is doing its part by encouraging California consumers to look for the "Save Our Farmers" logo. Others interested in joining this innovative project can find out more about the campaign by writing THANKS, INCORPORATED, Watsonville, California, 95077, a non-profit organization whose goal is to identify and promote the purchase of ALL American-grown farm products.

Teamsters General President
Jackie Presser, in writing to
laud J.C. 7 President Chuck
Mack on this affiliate's strong
"Buy American" sentiments, has
suggested that other Teamsters
might do likewise, by "joining
in similar drives to stem the
tide of imports which continue
to devastate the American economy."



# **Ballots Mailed Out** To Flight Attendants **At Northwest Airlines**

he National Mediation Board has mailed out ballots to all 6.500 Northwest Airlines and former Republic Airlines flight attendants in an election to determine whether they will be represented by the Teamsters or the Association of Flight Attendants (AFA).

The ballots will be counted by the Board November 10. The election followed the merger of Northwest and Republic.

The Teamsters conducted an all-out campaign highlighted by the use of state-of-the-art technology. Vicki Saporta, Director of Organizing, prepared a 20minute videotape, which was sent to every flight attendant.

"This is the modern way of communicating with the flight attendants," said William F. Genoese, director of the Airline Division. "They are on the road much of the time, but when they come home they can sit down and listen to a concise report on what this election is all about."

Before the merger, the Airline Division represented flight attendants at Northwest. The AFA represented flight attendants at

Republic.

Ten years ago, Genoese recalled, the Northwest flight attendants voted to leave the AFA and join the Teamsters. Their contract was ranked 14th in the industry under the AFA, and now they have the best contract in the business.

Genoese noted that wages are far higher at Northwest than at Republic for the same hours of flying. For example, a typical 12-year Northwest flight attendant earns \$15,573.68 a year more than his or her coun-

terpart at Republic. For a sixvear employee, the difference is \$9,966.72, and for a three-year employee, it is \$7,945.68.

Genoese said the AFA contract with Republic sets up "A" and "B" wage structures under which junior employees get the "B" rate and can never move up to the "A" rate for senior people. At Northwest, everyone receives the top-dollar "A" rate after five years on the job.

The Teamster campaign represented a complete team effort by the Organizing, Research, Economics, Legal and Communications Departments, in conjunction with the Airline Divi-

sion.

Genoese said the AFA is unable to cope with today's rapidly changing airline industry environment, in which there are constant mergers, acquisitions, bankruptcies and new entries.

The AFA lost its membership at Western Airlines when Western was taken over by Delta, which is non-union," he said. "It lost at Ozark, which was acquired by TWA. And it abandoned its members at Frontier, when Frontier entered into bankruptcy proceedings.'

The AFA has lost about 25% of its members in a very short time and will be down to a membership of about 13,000 if it loses the Northwest election.

He said the Northwest flight attendants, like other groups in the airline industry, need the leverage of a large and strong organization to achieve their goals. The Teamsters are committed to bringing the wages of former Republic flight attendants up and to improving the "B" rate structure at Northwest.

The pre-merger Northwest had domiciles in Minneapolis. Seattle, Chicago and New York, while Republic had domiciles in Minneapolis, Detroit and Memphis.

Genoese said the Airline Division already has locals in Minneapolis, Seattle, Chicago and New York to give the flight attendants full-time service. General President Jackie Presser has authorized the chartering of new Airline Division locals in Detroit and Memphis after the election.

By contrast, Genoese said, "the AFA operates out of a shoebox and an office in Wash-

ington."

He said small, ineffective unions like the AFA "drag everyone down because they cannot negotiate strong contracts for their members."

The General President has instructed Genoese to stay on top of all changes in the airline in-

dustry.

"There is a big push by big business to merge the airlines," Genoese said. "Management does not take the individual worker into consideration."

For this reason, the Teamsters have pushed hard for a bill, H.R. 4838, which amends the Federal Aviation Act to ensure that Labor Protective Provisions (LPPs) are included in airline mergers and other transactions.

With Legislative Director Dave Sweeney spearheading the Teamster push, the bill was approved by the House of Representatives in September by an overwhelming vote of 329 to 72. The bill was then sent to the Senate.

# CHARITY

# Teamsters Have Generous Natures As Recent Efforts Show

very year, as Jerry Lewis watches for another "record" tote at the end of the telethon, there's a Teamster behind him. As the Easter Seal Society seeks donations for its cause, Teamsters are there. At United Way, it's thanks to us (in part) that their efforts are working! There isn't a charitable cause operating today, we dare say, that at some time in the past or present hasn't been helped by some Teamster.

The never-ending flow of correspondence into IBT headquarters, attesting to the most recent contributions of this or that local, boggles the mind and touches the heart, because there are so many causes, so many who care, and so many being helped by our concern.

A group of Teamsters out of Local 631 provided one recent example of the kind of concern we're proud to brag about. On the 1986 MDA Labor Day Telethon, Teamsters General President Jackie Presser made a donation on behalf of all Teamsters that topped \$230,000.

At that very moment, out in a shopping mall in Las Vegas, a group of Teamster brothers was doing their bit for the cause, too, performing the "Garbage Shuffle" for holiday shoppers and accepting donations for MDA.

For these Teamsters, what began as a lark—an effort to create a birthday gift for their employer—evolved into a project that will hopefully, by its

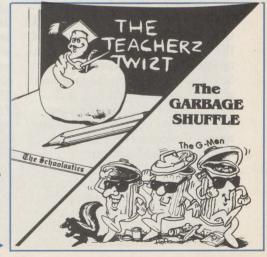


conclusion, raise nearly \$13,000 for MDA.

Back in January, a number of Teamster employees of Silver State Disposal each contributed \$10 apiece to create a memorable record for their boss, and decked out in their bright orange uniforms, presented it to him with an accompanying dance routine.

A local radio station DJ, KORK's Pete Moss, heard about the recording and got so carried away by it that he suggested a little rewrite and gave the demo airplay. When Las Vegas teachers heard the tune and asked for their fair share of the lime-

Above, an appearance by the Teamsters own "G-Men" at a shopping mall. Below, their MDA record.



#### CHARITY

light, Moss suggested a flip side by area teachers, with another promise to play the final product.

Both groups took him up on the offer and, with the addition of the "Teacherz Twist" by community-minded Clark County schoolteachers, came up with a product so good that they contacted Muscular Dystrophy with an offer of a limited edition recording to raise cash for the cause.

MDA sponsor, the Southland Corporation, agreed to merchandise the record in its stores and the effort got under way. The Teamsters augmented the record's sales by taking their by-now perfected dance routine to area malls, where they performed, with all contributions going to MDA.

The result: On Telethon weekend, these Local 631 members were able to present Las Vegas local telethon hosts a check for \$3220 raised thus far for MDA.

The Teamsters were proud to report on another check that was coming, for \$1,000, which they'd won by besting 14 other acts at a "Most Outrageous Act Contest," sponsored by Tramps, a local night spot, and KLUC Radio of Las Vegas, just two days before MDA weekend. These zany guys, dressed in garbageman garb, took top honors in the contest and promptly donated the proceeds to the cause.

Corporate officials of Seven-Eleven, it's rumored, gave MDA Chairman Jerry Lewis a copy of the record, so a future live demonstration of the "Garbage Shuffle" may be an '87 telethon possibility. Records are still being sold in Las Vegas area Seven-Eleven stores, so the potential donation of \$12,000 is still a reachable target.

Local 631's Teamsters note, too, that everyone who helped in creating and producing the 45 rpm record donated his or her talents to MDA, too, and that Turkey Records, the



group's recording label, donated its record pressing costs as well.

Those involved with the Garbage Shuffle, Teamster Local 631 members and "G-Men" Major "Sweet Ole" Brown, Joe Buttle, Andre Collins, Kenneth Davis, Ralph McDonald, Herman Patton, Ronnie Strickland and Elmo Walker, can take pride in a job well done for a good cause.

#### **United Cerebral Palsy**

United Cerebral Palsy is another charity not usually identified with Teamsters, but as planning for 1986 gets under way, a short year-end wrap-up the group provided proved that just is an oversight.

In New York City alone, 1986 fund-raising efforts by a labor committee that included luminaries such as IBT Vice President and J.C. 16 President Joseph Trerotola as chairman, with Local 875 Recording Secretary Nick Emanuele as telethon chairman, and Locals 72 and 858 Secretary-Treasurer Vincent Trerotola with Local 814 Secretary-Treasurer Charles Martelli as telethon coordinators, with **Teamsters General President** Jackie Presser as honorary chairman, netted more than \$230,000 for this great cause.

Fund-raising activities were many and varied, as evidenced by Local 1034 President Marty Adelstein's "Champagne Stakes" committee, which raised more than \$107,000 to benefit UCP, through the raffle of a \$38,000 automobile. He was helped in this effort by Local 813, with Alan and Bernard Adelstein aiding in the effort.

Locals 72 and 858, under the direction of Vince Trerotola in association with Joe T., as president of J.C. 16, was proud to report it raised some \$65,000.

Local 875 contributed more than \$25,000 to the cause, as the result of Brother Nick Emanuele's efforts, while Local 812 of Scarsdale, New York, under the leadership of Dave Levinger, was responsible for raising more than \$30,000 toward the New York campaign total.

Over nearly 30 years of association with UCP of New York City, the Teamsters and others on the telethon's labor committee are proud to say they've helped raise in excess of \$6,000,000.

Multiply that by efforts for UCP from other areas of the country and you come up with another winning effort.

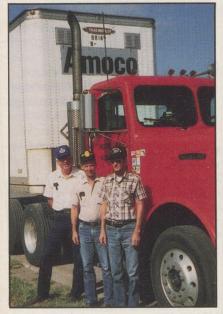
UCP's 1987 telethon will air nationally the weekend of January 17–18, 1987, and Teamsters are looking forward to record totals again. You can bet we'll be there for the cause!

#### Farm Aid

Teamsters who've been read-



Above, Brother Sansotta is commended. Below, Amoco's generous Teamster drivers and crew of volunteer loaders.



ing about all those relief efforts for Southern farmers whose hay reserves were hard-hit by a mid-summer drought, ought to know that Brother and Sister Teamsters were among those instrumental in relief efforts that saw thousands of bales of hay transported to the hardest-hit areas recently.

Two Teamster locals thus far have reported hands-on efforts to assist in bringing relief to disaster-stricken areas. Both IBT Local 249 of Pittsburgh, PA, and Local 525 of Alton, IL, report that Teamsters were drafted to aid by driving vehicles donated for the effort by their employers.

In Pittsburgh, Local 249 President Nicholas A. Sansotta was commended recently in a special ceremony at the Allegheny County Courthouse for his local's assistance in helping transport more than 800 bales of hay to drought-stricken farmers in the South.

The surplus hay, harvested at the county's Round Hill Park, was loaded onto two tractor-trailers by county maintenance workers and was driven on trucks donated by Giant Eagle Markets Inc. to Floyd, VA, by Brother Sansotta and Local 249 member Iames Madden.

County commissioners, at the ceremony, called the effort, "an outstanding example of the public and private sectors work-

ing together with organized labor," and praised the trio instrumental in the effort (which, in addition to Sansotta, included County Maintenance Director Joseph P. Moses and County Parks, Recreation and Conservation Director Joe B. Natoli) for their diligent efforts and outstanding leadership in their quest to aid the farmers in feeding their livestock.

Out in Alton, Illinois, Teamster members of Local 525 reached out a helping hand to farmers from Georgia and the Carolings.

Amoco Oil Dray Division of Wood River, Illinois, volunteered its trucks, while Local 525 members agreed to load and deliver several tractor-trailers full of hay donated by the farmers of Southern Illinois. The hay was to be used for supplemental livestock feed for near-starving cattle in the southern region. Nearly 20 Teamsters and farmers participated in this particular relief effort. Local 525 members Russell Clark, Wayne Pike and Leonard Holden were the three generous Teamsters who donated their time to getting the goods deliv-

They were joined by dozens of other Teamsters from other areas of the country who also volunteered for this spontaneous, hands-across-America relief effort.



# TEAMSTER ALERT:

s new OSHA-enacted asbestos standards begin to take effect around the country, workers are learning more about the serious hazards exposure to this substance can pose.

For those workers who've already been exposed to asbestos on the job, the families of anyone with asbestosis or those who could be exposed in the future, the Teamsters Union wants to make its members aware of a potential source of assistance.

As the result of a case between the Manville Corporation and an Asbestos Victims Committee which sued the company for selling products which are believed to be disease-producing, the courts have come up with a potential settlement which would require the establishment by Manville of a special trust fund, financed by the company, to compensate any current or prospective asbestos-related-disease victims.

Victims who believe they've been harmed by Manville's asbestos products could be compensated through this trust, which would establish a Claims Resolution Facility to process all claims and economically resolve all asbestos-related bodily injury claims quickly and fairly. The plan includes a court injunction that prevents anyone from suing the Manville Corporation directly. Victims can sue only the trust.

Under the procedures established for filing claims, victims would need only to file a simplified claim with the Claims Resolution Facility of the trust. The trust would then have to respond with a good faith offer within 90 days. Should no settlement be reached within 120

## **ATTENTION**

# People With Asbestos-Related Diseases

# Manville has filed a Plan to compensate asbestos victims. You have a right to vote on that Plan.

Johns-Manville, once the nation's largest producer of asbestos and asbestos products, has been in bankruptcy for the past four years. A plan has been developed to reorganize the corporation and to set up a Trust to provide compensation to current and future asbestos victims.

The Bankruptcy Court has ruled that you have a right to vote on the Plan if you were exposed to Manville asbestos or Manville asbestos products and:

You have filed an asbestosrelated health lawsuit against Johns—Manville or any other asbestos producer.

OR

You have not filed a lawsuit, but have an asbestos-related disease which has been diagnosed by a physician.

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To get a ballot and Plan materials, contact your lawyer or call toll free 1-800-445-5412 or write to Manville Reorganization, P.O. Box 5851, Denver, Colorado 80217.

If the Plan is confirmed, you will still be able to file a claim for compensation with the Trust, even if you don't vote or are not eligible to vote now but develop an asbestos-related disease in the future. It is very important that all asbestos victims who are eligible to vote do vote on the reorganization.

The court-appointed Asbestos Victims Committee has approved the Plan as being in the best interests of all asbestos victims and urges you to vote **YES** to accept the Plan.

All ballots must be postmarked on or before November 14, 1986.

days, victims would retain all of their substantive legal rights to compensatory damages.

Under the provisions of the proposed agreement, everyone with a claim pending against the Manville Corporation is being asked to vote on the proposed compromise. The Bankruptcy Court presiding over the case has ruled that all the peo-

ple who have claims against Manville have a right to vote on whether or not to accept this plan.

Thus, you are automatically eligible to vote in this matter if you have already filed an asbestos-related lawsuit against Manville or any other asbestos producer.

Additionally, any individual

# Asked to Vote

who was exposed to Manville's asbestos or asbestos products who has already been diagnosed as having asbestosis, lung cancer, mesothelioma or any other asbestos-related disease can vote.

If you have not sued Manville or any other producer, but were exposed to Manville asbestos or asbestos products, you can become eligible to vote by having your doctor state in writing that you have been diagnosed as having an asbestos-related disease.

Widows, widowers or other legal representatives of already deceased asbestos victims also can vote.

Workers exposed to asbestos in the workplace, but not currently ill, cannot vote on this plan; they will, however, be able to file a claim against the trust and receive compensation, should they develop an asbestos-related disease in the future.

Ballot/plan materials are available by calling toll-free 1-800-445-5412 or writing the Manville Reorganization, P.O. Box 5851, Denver, Colorado, 80217. Ballots are due back on or before November 14, 1986.

If you have an asbestos-related disease, you have a right to vote; Manville may owe you money. It's in your own best interests and those of your family to vigorously pursue your rights in this regard.

Protect your rights! If your job is one that has exposed you to asbestos hazards, make sure you make your voice heard now. The box tells you how to proceed. Your International Union Safety and Health Department stands ready to assist, should you need further information or advice.



# Safety & Health Staff Has Hard Summer Monitoring Truck Legislation

he IBT Safety and Health
Department, representing
the interests of Teamster
members, has had to be vigilantly aggressive this summer,
during what usually are the
slow "dog days" of the year
when Congress normally isn't
doing much or pushing through
much legislation.

This was especially true, Teamsters Safety and Health Director R.V. Durham reported to the Eastern Conference of Teamsters recently during their meeting in Myrtle Beach, S.C., when it came to the important issue of motor carrier safety.

Instead of inactivity in the waning days of the 99th Congress and before the important pre-election recess, Teamsters saw a concerted effort to push through a number of legislative proposals that could impact on highway safety.

Impetus for the burst came from the Motor Carrier Safety Act of 1984, which directed the Department of Transportation to open every rule on its books to public scrutiny, with an eye toward improving each regulation's effectiveness. Since its enactment, DOT and other federal agencies have been taking comments that could substantially change many key regulations.

Faced with this prospect and the many changes that could come over the next year, as the deadline for modifications nears, the IBT Safety and Health team has been operating on a number of fronts to see that any rule changes reflect workers' best interests, rather than water down the current laws.

On Capitol Hill and at DOT, the thrust of activity seems aimed at imposing more regulation on the driver.

One major legislative initiative is the Commercial Motor Vehicle Safety Act of 1986, S. 1903, which is sponsored on the Senate side by Senator Danforth and has a draft companion measure on the House side.

The Danforth Bill would establish a uniform commercial drivers license to eliminate the practice of spreading out violations over a set of licenses. The Teamsters support this provision, which would largely impact on non-regulated, fly-by-night drivers.

Ā second provision of the bill would establish a level of 0.04% blood alcohol content as the level of impairment for commercial drivers and impose a one-year license suspension as a penalty for violators.

Protracted debate will involve this second provision and the double standard the bill seeks to impose on commercial drivers as opposed to other motorists.

The legislation also calls for random, roadside chemical (drug) tests, a proposal the Teamsters oppose.

The House bill, though similar in nature to the Senate bill, would further establish a uniform national commercial drivers license, retain the BAC for

#### TRUCK SAFETY

impairment at 0.10% as it currently is in most states, and eliminate the provision for random roadside chemical tests.

The House bill would, however, come down harder in the area of moving violations, disqualifying a driver for one year from his/her profession if he/she is convicted of three or more serious violations, including speeding, in a three-year period. No provision at all has been made as yet, however, for the number of miles of exposure that a given driver faces in that period.

The Teamsters Union has already testified several times on this question, before both the House and the Senate, and will undoubtedly do so again, before final passage comes, in its attempts to achieve legislation that is fair to commercial driv-

ers nationwide.

On a day-to-day basis, the IBT Safety and Health and Legislative Departments have been engaging in a continuing dialogue with Congressional staffs on the key issues involved.

#### **BMCS Monitoring**

In the regulatory arena, the Teamsters have been closely monitoring the activities of the Bureau of Motor Carrier Safety (BMCS). This agency recently has issued four proposals. among them amendments affecting hours of service limits: hazardous materials regulations and drug testing; establishment of a National Drivers License, and a proposal regarding safety ratings of carriers.

Hours-of-service is an issue the Teamsters has been vigilant in monitoring for many years now. Current BMCS proposals seek to change regulations to require a driver to record all compensable hours worked for "any other person" in daily/ weekly hours of service limits. rather than just those hours worked for any other carrier. As reported in last month's International Teamster, the IBT, acting on the results of a TITAN survey of 142 IBT driver-affiliated locals, is supporting this proposed regulation.

Proposed provisions in the area of hazardous materials regulations and drug testing also are being intensively mon-

BMCS has proposed establishing a separate commercial license for hazardous materials drivers, as well as raising the driving age to older than 21 for hazardous materials operators. It also seeks additional training requirements for those handling hazardous materials and is proposing drug testing for hazardous materials drivers.

The IBT supports the concept of one license for all commercial drivers, but rejects the idea of singling out hazardous materials drivers alone. The union sees using chronological age as an arbiter of skill as arbitrary and capricious, urging that training and experience are what's relevant when assessing one's ability in this area. While the IBT supports BMCS's suggestion for additional training requirements, the union believes that "right-to-know" is important for all drivers in this field and seeks improved training procedures. When it comes to drug testing, however, the union's feeling is that this is an area best left to labor and management, especially since it's

been the IBT's experience that little or no problem exists.

The IBT's joint labor/management program on drug and alcohol abuse, inititated under the National Master Freight Agreement has been operational for more than two years now, and based upon the employees tested under that program, a miniscule less than one percent have thus far shown up as positive for any type of drug problem. Using this as our barometer, the union is arguing hard to keep such issues a problem for workers, their employers and their unions to resolve.

On another BMCS issue, the union supports the establishment of national drivers license regulations, as one way of simplifying a currently complex system, but when it comes to safety ratings for carriers, the IBT sees the need for caution.

#### **Deregulation Still Haunts**

Citing the plethora of new entrants to the trucking industry in recent years and the lack of any obligation to prove fitness, the Teamsters are urging that all carriers, especially new entrants, have "satisfactory ratings" before they are allowed to operate a vehicle, rather than be allowed to prove their competence after spending a considerable time on the road, possibly jeopardizing thousands of other motorists in the process.

As the legislative and bureacratic wrangling continue, the IBT Safety and Health Department will continue representing the truck safety interests of its

members.

IBT local unions and their members can help by pitching in when their assistance and input are sought to get some voice heard in Congress or at the DOT. Keeping laws on the books that protect, not harm. Teamster members is a neverending process; it requires the vigilance and dedication the Teamster team brings to the job daily.

#### **IBT Education Goes on-the-Road**

uring their brief hiatuses between Teamster Labor Academies, IBT Education Department staffers keep busy with a dizzying round of shop stewards seminars and other training programs.

Four recent workshops exemplify the type of training the Teamsters offer our stewards, business agents and officers in an effort to keep them up-to-date on everything associated with the collective bargaining process.

At Local 822, two Teamster staffers, Yvonne Twitty and Neal Murphy, recently convened a one-day seminar for shop stewards at the request of the local's president, Ernest Hines. Stewards reported that they learned a lot about the arbitration process during the intensive session.

Local 577 of Amarillo, Texas, convened its own job stewards workshop and contract education seminar for interested stewards, assisted by Education's Twitty.

This two-day workshop/seminar, arranged by President and Business Manager Jerry Mc-Cown, was attended by job stewards from virtually every craft represented by Local 577.

McCown reports that it was of great benefit to those attending, who expressed a new awareness regarding effective ways



From top, Local 822, 886 and 577 Stewards.





#### **EDUCATION**

of representing their fellow workers on the job. Most reported that they felt more comfortable with the responsibility of knowing their contracts, thanks to the workshop methods they explored.

The session culminated with a graduation ceremony, where certificates of completion were presented by McCown.

Local 886 of Oklahoma City stresses the importance of education, too. On August 16–17, that local's president, Charlie Thompson, convened another two-day seminar for his local's shop stewards, assisted by Education's Murphy.

Nearly 60 stewards from a variety of industrial and service sites were on hand for the first day of the program; a repeat program the second day was attended by an equal number of freight, carhaul and UPS stewards.

Thompson, in welcoming the groups, congratulated them for their willingness to give up their days off to learn more about their union and how to better represent Teamster members.

On both days, after introductory sessions about the history and structure of the Teamsters Union, classes turned their attention to the duties and responsibilities of the Teamster steward.

The entire class was drawn into the lively discussion that ensued, revolving around a number of key issues, including grievance handling, new member orientation, monitoring of safety and health developments and communication.

Communication, in fact, became a focal point for much discussion because of the special position stewards often find themselves in, acting as an information pipeline between the union, the members and the company. The balance of the morning was spent discussing other issues of special concern such as investigating griev-

ances, writing grievance forms and exploring the steps in the grievance procedure.

Later each day, the stewards worked on exercises in which they attempted to determine whether hypothetical dispute situations involved actual grievances, with each exercise accentuating the importance of interpreting and enforcing contract language. The session provided a jumping-off point for lively discussions on handling grievances and working with ambiguous language.

Thompson's stewards were unanimous in their praise for the seminar and lobbied heavily for future programs. Their union president ended the session by urging his stewards to "apply all that had been learned," expressing his belief that with dedication such as these stewards had shown, the Teamsters have little to fear from any quarter.

In anticipation of Labor Day, Local 988 in Houston also held a shop stewards seminar conducted by the IBT department. More than 140 stewards participated in this meeting, at which the importance of "Buying American" and labor solidarity were key themes.

Grievance handling skills and strategies for dealing with

management personnel were other areas emphasized, as Local 988 President Richard Hammond had requested. Hammond reports that this session was so productive, he hopes to host similar sessions for others of the local's stewards in coming months.

Locals around the country have found out for themselves that shop steward training is a priority in planning for the future, and that without such training, our front-line representatives are too often left on their own to deal with a more sophisticated and better prepared employer than seen in the past.

With just one call, any Teamster local interested in shop steward training can avail itself of the advice, materials and instructors to conduct their own in-house programs, all of which is available through the IBT Education Department.

Upcoming Education Department seminars include Local 844, Waterloo, Iowa; Local 992, Hagerstown, MD; Local 419, Toronto, Ontario; Locals 638 and 359 in Minneapolis, MN; Local 771, Lancaster, PA; Local 174, Seattle, WA; J.C. 13, St. Louis, MO; Local 579, Janesville, WI; and Local 171, Roanoke, VA, to name just a few.



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Wherever you live there are people with problems to be solved.

Your United Way volunteers include resourceful leaders uniquely qualified to deal with community problems, however complex. But if, for some reason, they come up against a situation they're not equipped to handle, they are also adept at finding the best help possible.

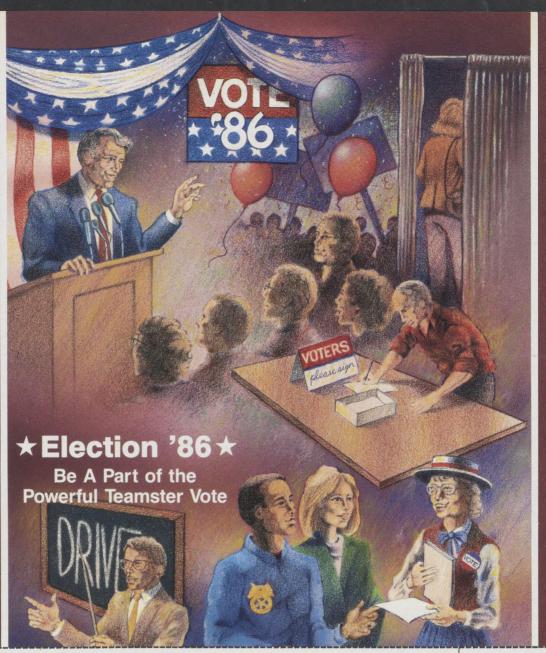
With your support we'll continue to find the right people with the right answers. So that more people who really need help will get it. For which we say, "Thanks to you, it works for all of us."

WHERE THERE'S A NEED, THERE'S A WAY.











Dist. No.

# **DRIVE**Democrat Republican Independent Voter Education

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What About It?

THE INTERNATIONAL THE INTERNAT

DEDICATED TO SERVICE

# WE'RE MAKING IT OUR WAR!

Stallone Joins Teamsters In the Fight Against Drugs.

#### THE PRESIDENT'S MESSAGE

here's no denying it: drug abuse is the number one problem in this country to-

Report after report shows that American citizens are more concerned about drugs and the devastating effects they are having on our society, than about any other issue.

The statistics are, in point of fact, staggering. It is estimated that some 13 million Americans are addicted to alcohol, nearly a million regularly abuse tranquilizers and barbituates, and over half a million are addicted to heroin. Reports further tell us that between 4 and 5 million Americans use cocaine at least once a month, and nearly 22 million have tried it at least once. Add to this the estimated 53 million Americans who have used marijuana, and you begin to get some idea of the magnitude of the drug problem that pervades American society.

As appalling as these statistics are, they don't tell the full story. Numbers alone fail to portray the human side of this drug epidemic—the dreams that are shattered, the families that are devastated, the lives that are destroyed. Many of us-as parents, as coworkers, as neighbors, as friends-personally have seen the destruction that drug abuse can cause. And all of us, in a national outcry of frustration and determination, have come to an agreement: enough is enough! It's time to fight back.

The International Brotherhood of Teamsters has always taken pride in the fact that we fight for the rights and the dignity of the individual. And as President of this International, I have often stated—both publically and privately—a fact this Union holds dear: "Teamsters Are People Helping People." I

deeply believe that at no other time in the long history of this organization have people needed to help each other more than we do today. Because only by banding together, by developing an acute awareness of the danger of drugs and the damage they can do, can we ever hope to overcome this disease that has gripped our nation.

To combat the real and terrible dangers facing a drugplagued America, this Union had developed a wide-ranging, far-reaching anti-drug campaign that will employ every possible means to focus attention upon, and find solutions for, the problems generated by drug abuse.

Most assuredly, we are not alone in our efforts. The IBT has had the great good fortune of having Hollywood superstar Sylvester Stallone come on board as a national spokesman for the Teamster crusade for a drug-free America. Concerned for some time about the indifferent attitude of Hollywood towards drugs, and drug users frequent glorification in films, Stallone had pledged his participation in building a broadbased anti-drug coalition between the Teamsters Union and the movie community. We could not be more pleased or more excited about his support, which can only bring increased chances of success for our pro-

Our all-out public awareness program will include the development of special brochures, posters, T-shirts, and bumper stickers, all geared towards this crusade. We are also looking into the feasibility of developing a 30-second television spot featuring Stallone and the Teamster anti-drug message. Additionally, I am forming a



**Jackie Presser** 

special blue-ribbon panel of medical and union advisors to study and report on issues relating to the problems of drugs in the workplace. This panel will focus particular attention on two areas where the Teamsters Union has been in the forefront: drug testing policies and drug rehabilitation programs.

I hope and pray that each member will take the time to carefully read the information on drugs and drug abuse that is provided in this issue of International Teamster—information not only about the new awareness campaign we are inaugurating, but about the helpful counseling and referral services uniquely offered by our International Service Bureau. This Union is dedicated to diligent watchfulness over workers' rights in employer drug-testing situations.

The IBT has pledged to spare no effort, no cost, no resource in doing its utmost to fight the war against drugs.

We have made it our war—and it's a war we intend to win.

Fraternally,

Jackie Tresser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





DEDICATED TO SERVICE

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Nearly 1,000 attend dinner

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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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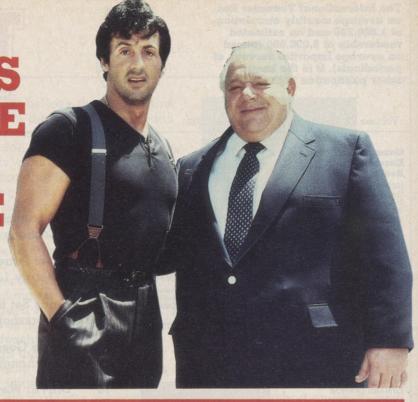
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SYLVESTER STALLONE

TEAMSTERS IN CRUSADE

FOR DRUG-FREE AMERICA



t their October 28 press conference in Los Angeles, CA, Teamster General President Jackie Presser and acclaimed actor Sylvester Stallone kicked off the Teamster Crusade for a Drug-Free America. Stallone, who has agreed to be a national spokesman for the union campaign, said he was very pleased to be associated with such an effort and pledged his fullest support and involvement. The popular star of "Rocky" and "Rambo" films has often criticized the casual attitude toward drug use in Hollywood and the cavalier portrayal of drugs in American films. He said he would work to build a broad anti-drug coalition between the Teamsters Union and the Hollywood community.

For his part, Jackie said he was delighted to have a person of Stallone's stature and fame to headline the Teamster effort at combatting drug abuse in America. "The youth of America admire, if not idolize, Sylvester

Stallone and the characters he has created on film. We are especially interested in drug awareness among youth, and Sly's participation in our campaign will help to ensure our success," Presser explained.

Presser and Stallone originally discussed the Teamster anti-drug program when the two men met in California last August. At the time, Stallone was putting finishing touches on his latest film, "Over the Top", in which he portrays a Teamster truck driver who becomes a national arm wrestling champion. General President Presser was in California to address the Teamsters National Bakery Conference and took the opportunity to visit with Stallone in Hollywood.

"I had read about Mr. Stallone's sentiments on the drug abuse issue and the opportunity for a strong and successful drug awareness campaign with his participation was too good to pass up," Presser related.

The Teamster President explained the union's interest in

fighting drug abuse. "Drug abuse is a direct attack upon those very values and qualities of life that the labor movement has always sought to advance—hard work, human dignity, community and pride," he said. "It is the nation's foremost social problem, spawning crime, violence, disability and wasted human potential. Drug abuse isn't just a street problem, it's in the homes, the schools and the job sites."

Presser continued, "Today, we in the Teamsters Union, along with our friend Sylvester Stallone, announce our unbending commitment to a nation-wide multi-faceted campaign to wage war against the destructive effects of drug abuse. Our effort will involve all forms of media exposure and will attend to every aspect of the drug abuse issue."

The union leader pointed out that while the Teamsters recognized and appreciated the government's contribution to the fight, legislation and executive orders are clearly not enough.

"Drug abuse will ultimately be defeated when every home, school and workplace is enlisted in the struggle. With local unions in every county, in every state, the Teamsters are uniquely situated to lead a grass roots awareness campaign against drugs and their

dangers," he said.

The program unveiled by Presser and approved by the General Executive Board at its October meeting, has a number of major components. The public awareness campaign will involve the production and distribution of anti-drug information in brochures and union publications, and on posters, T-shirts and bumper stickers. Also in the works is the production of a 30-second television commercial featuring Stallone and the Teamster anti-drug message. Such advertising efforts have proven immensely effective in the union's Buy American campaign, and Jackie is confident of duplicating that success.

The Teamster leader also announced the formation of a blue-ribbon panel drawn from members of the prestigious Teamster Medical Advisory Committee which consults with the union on a number of health and safety issues. The panel will study and report on issues relating to the problems of drugs in the workplace, including drug testing policies and drug rehabilitation programs (see accompanying stories).

In addition, the General President pledged to take the Teamster anti-drug message across the nation and overseas in all his future speaking engagements.

Plans are also being discussed for a national Teamster fundraising campaign for voluntary contributions to worthy drug research and rehabilitation programs. It is a fact that many of the most successful drug treatment centers receive little or no federal funding and, are thus heavily dependent upon private contributions.

## THE DRUG MENACE: A REAL AND GROWING CONCERN

hough Teamsters have been concerned for years over the drug problem in America, only recently has the magnitude of the crisis been recognized by the public-at-large. According to statistics gathered by the Alcohol, Drug Abuse and Mental Health Administration, drug addiction has clearly emerged as the nation's number one health problem. It is estimated that 50 million Americans are addicted to nicotine. Another 13 million are addicted to alcohol or abuse it. Some 500,000 Americans are addicted to heroin. One million abuse

cides, 50% of its rapes, and 70% of assaults, not to mention the staggering statistics related to automobile fatalities.

A few years ago, the U.S. Justice Department conducted a study in which it found that heroin addicts committed 100,000 burglaries, robberies and car thefts every day. That figure represents about 20% of all property crimes perpetrated in the United States. Another study concentrated on heroin addicts in the city of Baltimore, Maryland, and produced numbers of nearly absurd proportion. Over an 11-year period in that city, it was determined that

It is estimated that 50 million Americans are addicted to nicotine. Another 13 million are addicted to alcohol or abuse it. Some 500,000 Americans are addicted to heroin. One million abuse tranquilizers and barbiturates. Between 4 and 5 million Americans use cocaine at least once a month, while appoximately 21.6 million have tried it at least once. As estimated 53 million Americans have used marijuana.

tranquilizers and barbiturates. Between 4 and 5 million Americans use cocaine at least once a month, while appoximately 21.6 million have tried it at least once. As estimated 53 million Americans have used marijuana.

The financial and human costs of this addiction and abuse are incalculable, and the problem doesn't end there. Drug addiction is also the nation's number one crime problem. Alcohol alone is involved in more than 66% of the nation's homia mere 231 heroin addicts had committed 500,000 crimes.

If all this is not enough to galvanize the public to the menace of drug abuse, consider the loss of human potential represented by the drug crisis in our schools (see next page). Most experts agree that substance abuse among young people in America is higher than in any industrialized nation in the world. The fact that our dropout rate also ranks among the highest is no accident.

Statistics have also been

Estimates range from 10% to 32% as to the numbers of workers using drugs on the job. Studies have shown that drug-using workers are 28% less productive than non-users. In addition, drug abusers are three times more likely to injure themselves or a co-worker on the job.

gathered describing the problem of drugs in the workplace. Estimates range from 10% to 32% as to the numbers of workers using drugs on the job. Studies have shown that drugusing workers are 28% less productive than non-users. In addition, drug abusers are three times more likely to injure themselves or a co-worker on the job.

This nation can ill afford the loss of education and productivity that results from drug abuse, particularly at a time when our economy is facing its most severe challenge from competitors overseas. It may not be an exaggeration to say that the United States is drugging itself into second-class status in the world community.

On the streets, in the home, in the schools and on the job, among rich and poor, black and white, urban and rural areas—

drug abuse has become the American epidemic. The devastation of human lives caused by drug-related death, illness, crime and poverty is unparalled in our history. Public indifference and ignorance concerning the drug crisis will surely exacerbate and accelerate this most self-destructive of national maladies.

The International Brotherhood of Teamsters has no intention of allowing that to happen. But we need your assistance to win this war. Upcoming articles in future issues of International Teamster will chronicle the union's fight in the war against drugs, and will tell how you can help.

We need the commitment and enlistment of every Teamster member in the fight against drug abuse.

Help us preserve America's future.

### **Drugs Among Our Youth**

- most first-time use of illegal drugs now occurs before high school
- 61% of all high school seniors have tried one or more illegal drugs
- one out of every 20 seniors smokes marijuana daily
- one in 20 seniors drinks alcohol daily
- 40% have used illicit drugs in addition to marijuana
- among 12-13 year olds, 60,000 have tried cocaine

Source: National Institute on Drug Abuse



# MAY'S DRUGS OF CHOICE

# DRUG ABUSE IS THE NUMBER ONE CONCERN OF AMERICAN CITIZENS TODAY. AND FOR A GOOD REASON.

Studies show that staggering numbers of Americans have a real chemical or psychological dependency on alcohol or drugs, and the numbers continue to escalate each day.

In many cases, drugs have taken control of a person's life, well beyond the point of "social usage." For many, the addiction is real and undeniable.

More often than not, one of the following drugs is likely to be causing a dependency among Americans today.

#### **MARIJUANA**

MARIJUANA, at one time, was the most frequently used recreational drug in America. Cheap, readily available, and widely accepted, its effects are generally not debilitating: its use typically does not totally impair a person's functioning in the workplace or at home. While still a favored recreational drug, "pot" seems to have lost some of its popularity. Generally, marijuana must be smoked, thus releasing a distinctive odor. Cocaine, on the other hand, can be snorted, with little chance of detection in on-the-job usage.

#### CRACK

CRACK is one of the latest developments on the drug scene. This dangerous substance is actually a variant of "freebasing", which is the conversion of sniffable cocaine crystals into a smokable base form of the drug. Crack is usually smoked through a pipe or injected with a needle, and the high a person gets from it is almost instantaneous. An overdose can be lethal. The drug has an incredible impact which causes the heart to beat five

times faster than normal. One of the most addictive drugs known to man, crack is popular among teenagers and young adults. Cut with various chemical additives, its cost is far lower than that of cocaine. It is easy to prepare, easy to use, and easy to hide. A single dose sells for as little as \$10—\$15. While the high is more intensified, it does not last as long.

#### COCAINE

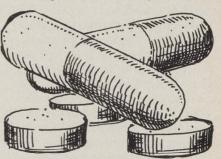
COCAINE is an increasingly popular drug that produces a euphoric effect known as "richman's high". This drug is used more often in the workplace than any other recreational drug, partly because of the intense high it generates. It often gives users a false sense of superiority, misleading workers into believing that they can do their jobs better and faster. "Coke" is usually snorted, injected into a vein, or freebased by many users of the drug. Freebasing generates a euphoric state that users eventually crave daily. What they fail to realize, however, is the damaging effect that freebasing has on the cardiovascular and nervous systems. Freebasing is

Merrill amounts amount ame

known to increase the risk of heart attack, brain damage, coma and death. Fortunately, people are beginning to realize the catastrophic effects that cocaine has on both the physical and mental conditions of the body.

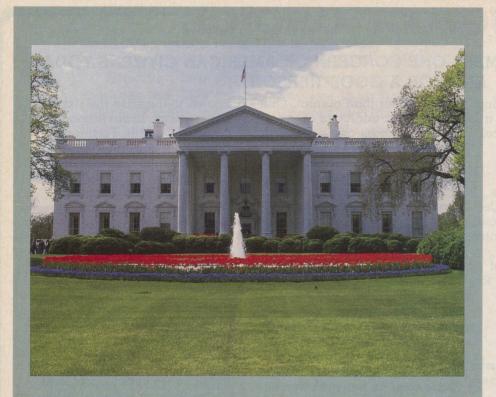
#### VALIUM

VALIUM is one of the most popular—and most abused prescription drugs used by people in the workplace today. This drug allows tense, nervous individuals to relax and remain calm in stressful situations. Although it is a prescribed drug, it can cause serious problems to the nervous system and its use must be monitored by a qualified physician. Because Valium is prescribed, users often feel at ease about "popping a pill" when anxiety gets out of hand because of stress on the job or in social situations. Very addictive to those who ignore the strong chemical



dependancy it produces, Valium is known to act on the limbic system of the brain, one of the centers that influences emotional stability. As with most drugs, abusers must face a difficult withdrawal period to escape addiction.

The state of the s



n September 15, 1986, the White House issued an executive order which established a federal policy against the use of illegal drugs by federal civilian employees. The directive authorizes the use of drug testing programs as a means of identifying drug use by these workers.

Among the measures specified, the order states that users of illegal drugs will be subject to appropriate disciplinary actions (ranging from private reprimands to determinate suspensions) unless they voluntarily seek assistance.

Furthermore, employees in sensitive positions who are found to use illegal drugs will not be permitted to remain on duty. However, agency heads may allow an employee to return to duty after successful completion of rehabilitation. Any employee who uses illegal drugs and refuses counseling or rehabilitation, or who returns to using illegal drugs after a rehabilitation effort, will be removed from federal service.

The federal government's primary experience with drug testing thus far has been with military personnel. After coming up against several major shortcomings in drug testing in the U.S. Army, for example, the government has refined its program to feature more stringent, employee safeguards.

Many of the nation's employers will be looking carefully at this new federal policy and will probably develop programs of their own, using the federal policy as a guideline. Most, however, will not emphasize safeguards in their plans. This is where the International Brotherhood of Teamsters is at the head of the pack.

Opposite is a brief look at how the Teamsters Union has been in the forefront on this issue. The IBT has been involved for several years in drug rehabilitation and awareness programs. Fighting drug abuse and fighting to protect members' rights in drug testing remain equally high priorities for the Union.

n recent months, Americans have been hearing about a national drug abuse problem which has reached epidemic proportions. The media has been so saturated with reports about drug and alcohol abuse by professional and college atheletes, by members of the medical profession, even by elementary school children—that a form of hysteria has swept across the nation.

Drug and alcohol abuse are undeniably catastrophic to individuals and families and to society, but hysterical reactions can be counterproductive.

Fueled by the rash of sensational news reports, many of the nation's employers have become almost evangelical in their calling for ironhanded remedies to drug/alcohol abuse.

#### Preparing for the Inevitable

It was in 1983 and 1984 that the IBT saw the handwriting on the wall with respect to employers' reactions to the oncoming hysteria. At that time, the Western Conference of Teamsters was combatting employers' unreasonable proposals for random drug testing and had heard rumors from state and federal governments that drug testing would eventually be sanctioned by the nation's lawmakers and courts. The Western Conference of Teamsters, with the foresight typical of the IBT, established the first labor management group for studying the whole question of drug testing.

The union insisted that, in any such program, stringent guidelines and procedures be adhered to, without exception,

# **TEAMSTERS:**

# PIONEERS IN PROTECTING EMPLOYEES FROM UNFAIR DRUG-TESTING PROGRAMS

for the protection of workers. This labor/management group came to the accurate conclusion that the die had already been cast on the sensitive issue of drug testing. Their paramount concern was "to safeguard employees from abuse, harassment, and intimidation," by devising failsafe, protective mechanisms for any proposals to test for drugs. As a result of the group's findings, labor and management came together to establish a drug program in a

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supplemental agreement to the National Master Freight Agreement

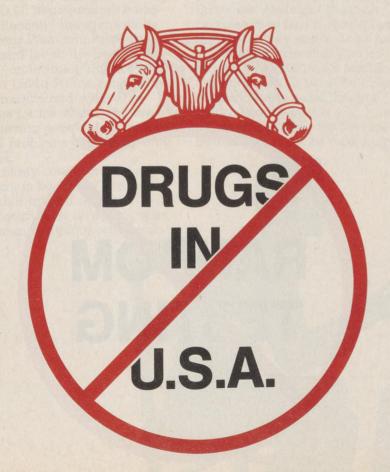
Many of the members covered by the Western Conference's supplemental agreement praised the comprehensiveness of the drug program's safeguards. This specific program was not only fair, they felt, but also proved that a reasoned response to the growing concern of employers was both feasible and effective.

On August 2, 1984, the West-

ern Conference's successful drug program was adopted on a national scale by the Grievance Committee of the National Master Freight Negotiating Committee. The program ruled out, hands-down, any type of random testing, and allowed ad hoc testing only after a careful procedure had been followed for determining "probable suspicion" of drug use. It also guaranteed the right to rehabilitation for any employee victimized by a drug/alcohol dependency. In addition, it spelled out the proper, scientific methods to be adhered to in testing procedures.

This national program has, in fact, confirmed that there has been no significant drug abuse problem in the unionized trucking industry. In July, 1986, the IBT conducted a TITAN survey of over 140 Teamster locals with members participating in the testing program. Statistics gathered from the survey indicated that incidence of drug/alcohol abuse was rare. Out of 40,000 trucking members tested, only approximately .25%—one quarter of one percent-tested positive for drugs or alcohol.

Another fact the survey revealed was that the testing program helped prevent the routine problems that other organizations, such as the U.S. Army, have had in drug testing. When the army's program was first implemented, there were serious problems with the claim of possession of specimens; with the new, improved technology for testing; with the lack of dedication from personnel administering the tests; and with the lack of training for all people involved.



Additionally, the survey confirmed that the small percentage of abusers ended up benefiting from the compulsary rehabilitation demanded.

Because of the fairness and unequivocal success of the National Master Freight Committee's program, the Teamster National Automobile Transporters Industry Negotiating Committee adopted on August 1, 1986, the program's basic provisions, including:

- 30–60 day notice for the Transportation Department's testing as part of routine physical examinations;
- a realistic threshold for traces of marijuana (cannabinoids) to guarantee that passive inhalation of somebody else's marijuana smoke would not indicate abuse by the person being tested:
- state-of-the-art testing procedures with confirmation tests to help ensure accuracy; and
- an opportunity for rehabilitation for all substance abusers.

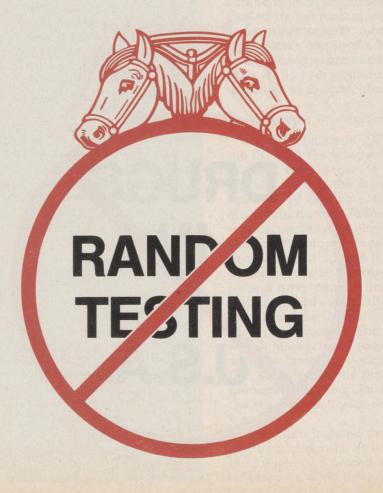
Teamster members can take a great measure of comfort in the fact that many affiliates have had a positive experience with a drug testing program. These affiliates are unique in having such programs under their own control. This is especially important to other industries' workers now that so many companies, both organized and unorganized, are unilaterally imposing new-sprung plans on their employees without taking into proper consideration the safeguards that have been essential and inviolable in Teamster affiliates' programs.

#### **Teamsters at the Forefront**

It is anticipated that almost every major industry in the United States will be taking a position on the issue of drug testing. The International Brotherhood of Teamsters will tolerate no program unless it guarantees—absolutely—that no random testing be considered and that any member discovered to have a drug/alcohol dependency be treated fairly.

From our own in-depth investigation of the national trend toward drug testing, the International Brotherhood of Teamsters has discovered that the successful programs that have been sanctioned for various Teamster affiliates will probably be used as a prototype by various other labor/management groups. While many Teamsters can look back at their own proven successes with drug testing, most other groups are only now giving any thought at all to the issue. Our local union officers will all be informed about details of the IBT program, and will all be instructed to ensure that employee protections are honored.

The International Brotherhood of Teamsters recognizes that drug/alcohol abuse has become a major problem across the nation, but the union remains convinced that such abuse is more an illness than a crime, and that substance abusers should not be treated as criminals. We think that any working person must be given a second chance. If there are members with addiction problems, this union wants to help them, not condemn or punish them.



## THE INTERNATIONAL SERVICE BUREAU:

## READY TO HELP WHEN DRUGS ARE A PROBLEM

eamsters are "people," and the practice of this credo begins at home—with the membership, their families, and retirees.

To provide assistance and support to Teamsters when they are in need is a strong belief of the IBT, and one that is taken seriously. So when drugs become a problem, on the job or in the home, the union stands

ready to help.

Assistance is just a phone call away, at the offices of the Teamsters International Service Bureau in the union's Washington, D.C. headquarters building. Recently inaugurated by General President Presser on a national level, the Service Bureau, under the guidance of Director Linda Pierce, acts as an information and referral resource for members who are experiencing personal or work-related problems caused by drug abuse.

In many cases, the Service Bureau is best able to assist a member by putting him or her in contact with an appropriate community agency which can provide counseling, guidance, or therapy. At such times, a Service Bureau staffer can act as a member's advocate, looking out for his or her interests or helping to insure proper resolution of problems.

Before a Teamster member receives assistance from an outside source or treatment center, the Service Bureau checks clarification of Health and Welfare coverage for such services.

Once this is approved, the Bureau can set up the initial session with a trained counselor to discuss treatment options.

Many members are hesitant to use a Local or Joint Council Employee Assistant Program, because they fear it may affect their jobs; they know, however, that the International Service Bureau will guarantee confidentiality. In fact, it is in the area of confidential consultations with business agents and local union officers that the Service Bureau can often be most help-

ful when a drug abuse problem exists.

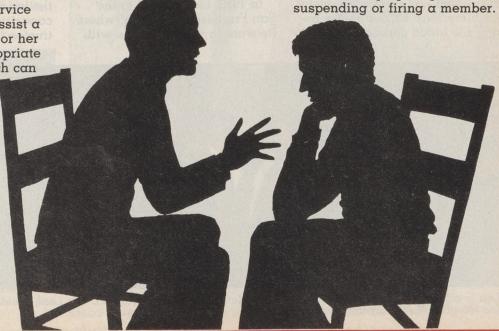
Additionally, the Bureau can help arrange for the appropriate type of treatment, either inpatient and outpatient care, de-

pending upon need.

Inpatient care can often mean a month-long program of counseling and supervised rehabilitation. Usually reserved for serious, or repeat, drug abusers, this type of care confines a user to a treatment center where around-the-clock guidance and therapy are provided.

Outpatient care programs are geared towards patients who are in need of assistance, but whose addiction to drugs is not as strong as those who need inpatient care. Outpatients may be required to attend a care facility daily for a few months or more, but they are permitted to return home each evening.

In either case, the appropriate counseling is being received—a fact that can persuade an employer against



# Ben Leal Honored by National Committee for Labor Israel

early 1,000 friends, colleagues and guests gathered at the historic Fairmont Hotel in San Francisco, California, to honor Teamster International Trustee Ben Leal September 24 as he was presented with the Menorah Award from the National Committee for Labor Israel.

The Menorah Award is a very special honor given to recipients for their humanitarian efforts and outstanding services to the cause of labor. For his exemplary contributions in these areas, Ben was selected to receive this year's award.

#### **An Illustrious Career**

Leal joined the Teamsters
General Executive Board in November 1985 as an International
Trustee, by appointment of
General President Presser. He
is Secretary-Treasurer of Teamsters Local 856 in San Francisco, and has been a Teamster
for more than 40 years. Ben began his union career with

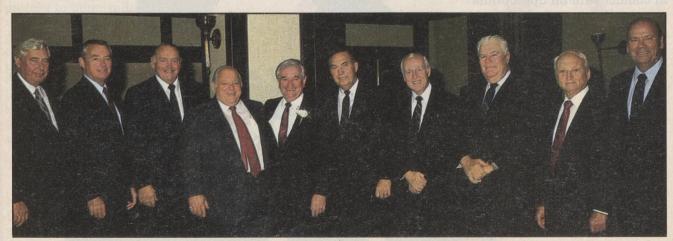


Eliezer Rafaeli (center), Executive Vice President, National Committee for Labor, Israel, also presented a plaque to Ben. Standing at left is IBT Vice President Maury Schurr.

Teamsters Local 117 in Seattle, Washington, back in 1946, and in 1947 became the local's recording secretary. While on the Executive Board of Local 117, he studied at Seattle University, receiving his BSC (Industrial Relations) degree in March, 1950.

In 1950, Leal moved to the San Francisco Bay Area, where he went to work full-time with Teamster Locals 12 and 241. Four years later, he became president of Local 241. In 1956, Leal signed on at Teamsters Local 856 of San Francisco, where today he serves as the local's secretary-treasurer, it's chief executive officer.

This Teamster leader serves the union in a number of other capacities as well. He is a trustee for both Joint Council 7



Left to right: Don Peters, Mike Riley, Arnie Wienmeister, Jackie Presser, Ben Leal, Weldon Mathis, R.V. Durham, Joe Morgan, Maury Schurr, and Jack Cox.

and the Western Conference of Teamsters Pension Trusts. He also serves as chairman of the WCT Professional, Clerical and Public Sector Division. He is president of the Northern California United Food and Drug Council, which is comprised of 70 unions in the food industry.

#### **Teamster VIPs Attend**

Among those attending the ceremony were General President Jackie Presser, Secretary-Treasurer Weldon Mathis, International Vice Presidents Don Peters, Mike Riley, Arnie Weinmeister, Joe Morgan, Maury Schurr and Jack Cox, and International Trustee R.V. Durham.

General President Presser, keynote speaker at the dinner, spoke on the issues facing America today, and how Israeli citizens are being treated in their country. He praised Histadrut for its good work, and Ben for his many humanitarian achievements.

Another main speaker at the award dinner was General Secretary-Treasurer Weldon Mathis. Mathis spoke very highly of Ben Leal and of all his great accomplishments within the union and in the state of California. "Ben has been active in civic and community projects in the San Francisco area and has been deeply involved in charitable and politi-



Attending the dinner were Ben's daughter, Maureen Leal Flores, pictured with Gilbert Francis.



Jackie, Ben, and Mayor of San Francisco Dianne Feinstein.



Pictured (left to right) are Ben's wife, Pat; son, Mark; and daughter, Nancy Cunningham.

cal activities throughout California."

Serving as honorary co-chairpersons for the event were Jackie, Weldon, Vice President Weinmeister, U.S. Senator Alan Cranston and Congressman Tony Coelho, and San Francisco Mayor Dianne Feinstein.

#### **Deserved Recognition**

A personal friend of the Teamster leader, Mayor Feinstein spoke warmly about International Trustee Leal and commended his years of service to the city of San Francisco. (Continued on Page 12)

#### (Continued from Page 11)

Ben was also presented with two plaques for all his accomplishments in labor and in the politically active state of California—one from California State Senator Milton Marks and another from the Speaker of the Assembly, the Honorable Willie Brown. Both awards honored Ben for his civic contributions to the community and the citizens of San Francisco.

The Menorah Award was presented by Eliezer Rafaeli, Executive Vice President for the National Committee for Labor Israel.



Ben (right) receives a plaque in honor of his civic contributions from California State Senator Milton Marks.



Weldon Mathis (left), General Secretary-Treasurer, and Arnie Weinmeister (right), International Vice President, joined the many guests who honored Ben Leal at a dinner in his hometown, San Francisco.



A crowd of nearly 1,000 well wishers attended the dinner.

What helped make the evening so special were the speech presentations by Ben's daughter, Kathi and son, Mark. They both reminisced about their lives with their father, and

spoke with pride about his dedication to home, family, and the union. Ben's wife, Pat, and six of his seven children were in attendance to share in this evening of honor.

#### **Another Teamster Honored**



Max G. Sanchez (center), Vice President of Local 810, New York, New York, recently won an award for his teaching excellence from the Hagen Graduate School of Business of Iona College, where Sanchez has taught Labor Management Relations for the past 13 years. Pictured with Sanchez are Milton Silverman (left), President Emeritus of Local 810, and Dennis M. Silverman, President.

# Plans Set for Dallas Conference On Women in the Workplace

he Teamsters' Conference on Women in the Workplace is set for the weekend of November 14–16, at the Hyatt Regency Hotel in Dallas, Texas.

The conference, first-ever of its kind sponsored by the IBT, has been specifically designed to meet the needs of all stewards, business agents, organizers and officers who deal with organizing and representing women. Topics under discussion will include: parental leave and child care, pay equity and wage considerations, sexual discrimination and harrassment, job training and promotional opportunities, and health and safety issues specifically relating to women (such as hazards associated with video display terminals).

The week-end sessions will emphasize how the Teamsters can effectively incorporate these issues in organizing and representing women, as well as in negotiating contract language and initiating political action.

During the two-day meeting, attendants will break into workshops and small discussion groups to focus on five of the job classifications women are most heavily involved in: clerical, health care, airline, public and industrial sectors. There will be a wide variety of speakers, moderators and guests in attendance who are experts in many of these fields.

One of the keynote speakers who will be in attendance is Esther Peterson, a Washington, D.C.-based consultant on consumer affairs and a representative of the International Organization of Consumers' Unions at the United Nations. Peterson, who has served under three Presidents, has had a long and distinguished career that in-

cluded high-level posts in the fields of labor, women's issues, and consumer interests. She will be speaking about her unique perspective on the women's movement, and will recount her personal experiences in the struggle for the recognition that women have attained in today's workplace. Peterson, who had been actively involved in women's issues from the very beginning of her career, is one of the most sought-after speakers on women and their changing roles in the workplace.

In keeping with a resolution passed at the Teamsters 23rd International Convention in May, the Conference will focus upon the social and economic injustices faced by working women today. Its timing couldn't be more appropriate. According to the Bureau of Labor Statistics of the U.S. Depart-

ment of Labor, two-thirds of the 15 million new employees in the job market through the year 1995 will be women. Emerging as a powerful contingency, women need to focus now on reevaluating the fringe benefits which are necessary and essential to them as working mothers, housewives, and dedicated employees.

Many of these changes will take time, leadership, and effort, and will only begin to happen when employers realize that women are an increasingly important part of the workforce. And as women continue to make up an ever-increasing percentage of the labor force, it's crucial that the Teamsters Union focuses its attention on the best means of organizing and representing this important group. This conference is one step in that direction.

TEAMSTER CONFERENCE ON
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WORKPLACE
NOVEMBER 14-16, 1986 • DALLAS, TEXAS

# Freight and UPS Trade Divisions To Convene in California

he Teamsters Freight Division and the IBT Parcel and Small Package Trade Division will be setting an unusual precedent during the week of November 3–7, 1986. Dan F. Darrow, Director of The Parcel and Small Package Trade Division, and Jack B. Yager, Director of the IBT Freight Division, are joining forces in Monterey, California for their divisions' first joint workshops.

Over 300 Teamster locals are sending delegates to this first-ever joint venture. Many of these locals represent workers in both of these divisions. After convening jointly to hear major Teamster VIPs address the delegates, the two divisions will conduct their own separate workshops to discuss the nuts-and-bolts of their specific activities.

For the Parcel and Small
Package Trade Division, the
week will offer little time for relaxation. The division's agenda
includes extensive discussions
and problem solving on almost
a dozen major division issues.
Among these are:

- the duties of fair representation of the members, with an emphasis on the role of business agents;
- familiarization with the company's (United Parcel Service) operations in order to understand management's objectives;
- a report on the allocation of pension and health and welfare monies;
- discussion of employee safeguards and the merits of a drug/alcohol abuse program;
- the development of plans for the upcoming contract negotiations; and

 the recent survey to all local unions handling UPS and what the members are expecting and hoping for in any future contract

The Freight Division's workshops will focus on virtually every aspect of the trade. Division Director Jack Yager notes that sessions will examine the entire National Master Freight Agreement and all the supplemental agreements, with a particular emphasis on Articles 8 and 32 of the contract. Several attorneys will be on hand to explain the technicalities. Other topics on the division's slate include local cartage; the grievance procedures of the contract

including a discussion of state, joint conference, and national committees and how the contract functions on a day-to-day basis; and a drug and alcohol abuse testing program.

Both Yager and Darrow have the highest expectations for the success of their divisions' workshops. They have planned the joint conference and separate workshops carefully, with considerable attention to detail. Both Directors anticipate that the coming together of the two divisions will continue on an annual basis. Both feel that the two divisions, which have various similarities, stand to gain a great deal from their cooperation.

### Retiree Department Introduces Unique Term Life Insurance

Reaching yet another important milestone in developing benefits and discount packages for all Teamster retirees, the International Teamsters Retiree Department is sponsoring an affordable, term life insurance plan for retirees and their spouses.

This new life insurance, "TeamLife," underwritten by the Hartford Life Insurance Company, is available to retirees and spouses, regardless of age. If a retiree or spouse is under age 65, he or she must be able to participate in the normal activities of a person of like age and sex. Retirees 65 or older are eligible if they haven't been confined to a hospital or nursing home during the six months prior to applying for coverage.

Retiree Department Director Norm Greene has worked long and hard to negotiate this comprehensive life insurance coverage. He consulted many of the nation's largest insurers, especially those with longstanding association with the Teamsters Union and other labor groups. Following his in-depth investigation of life insurance programs, Teamster retirees can rest assured that they would be unable to find a better value.

Retirees don't have to take anyone else's word for the value of this program; TeamLife informational brochures are available in big, bold print. Easily read and easily understood, the TeamLife life insurance plan speaks for itself, and there's no fine print to be found.

TeamLife offers three coverage plans for \$20,000, \$10,000 or \$5,000. Simple eligibility requirements determine which of the three coverage plans is appropriate to specific individuals.

The Retiree Department can take deserved credit for adding yet another major, new program to the list of benefits and discounts developed for Teamsters over the past few years.



General President Presser recently traveled to Houston, Texas, where he met with members of the IBT Medical Advisory Committee. Pictured with Jackie are Dr. Antonio Gotto (right), Chairman of Medicine, Baylor College of Medicine, and Dr. Donald Dawson (center), Committee Chairman and consultant.

# Jackie Meets with IBT Medical Advisors At Baylor College



Dr. J. Alan Herd (left), Medical Director of the Sid W. Richardson Institute for Preventive Medicine, describes a preventive health care plan to Jackie (center), and Dr. Antonio Gotto (right), a member of the IBT Medical Advisory Committee.

Tollege of Medicine in Houston, Teamster General President Jackie Presser and world-renown heart surgeon Dr. Michael DeBakey exchanged ideas on the importance of preventive health care and what it could mean to Teamster members

Despite hectic schedules and repeated travel conflicts, the labor leader and the medical statesman finally arranged the long-awaited session October 1, to continue their discussion on medical matters both consider to be of primary concern. Not least among these was the importance of increasing the efficiency of health care services to Teamster members, especially the elderly and retirees.

Accompanying Jackie to Baylor were R.V. Durham, International Trustee and IBT Director of Safety and Health; and Richard Hammond, President of Local 988, Houston. During their visit, the Teamster VIPs received a tour of the preventive health care facilities at the College of Medicine and met with an illustrious team of physcians from the Houston Methodist Hospital staff.

In addition to Dr. DeBakey, who is Chancellor and Chairman of Surgery at Baylor and serves as a member of the IBT Medical Advisory Committee, the Teamster leaders had the opportunity to meet with Dr. J. Alan Herd, Medical Director of the Sid W. Richardson Institute for Preventive Medicine; Dr. Ellison Wittles, Director of Continuing Education at the Baylor Department of Medicine; Dr. Antonio M. Gotto, Chairman of Medicine at Baylor and a member of the IBT Medical Advisory Committee; and Dr. Donald Dawson, chairman and consultant for the union advisory committee.

"The importance of developing meaningful dialogue between the medical and labor communities cannot be overemphasized," Jackie stressed. "We in the Teamsters are committed to exploring every possible avenue to ensure that members have access to the best, most cost-effective medical care available.

"We are encouraged," Presser continued, "by the medical community's progress in the field of preventive health care, particularly as related to cardiovascular and other lifethreatening diseases. It is an area we will be watching closely, and anticipate becoming more involved with in the very near future."



From left to right: Richard Hammond, Dr. Donald Dawson, R.V. Durham, Dr. Antonio Gotto, Jackie Presser, Dr. Michael DeBakey, Dr. J. Alan Herd, and Dr. Ellison Wittles.



United Parcel Service employees from Local 104, Phoenix, Arizona, were joined by Secretary-Treasurer Robert Perrine (pictured far right) and Business Agent Terry Moser (third from right) as they signed onto the DRIVE program.

## **DRIVE:** We Lead

lection 1986 is upon us, and Teamsters are ready to make a strong appearance on Election Day November 4th. The Teamsters Union has picked its candidates for election and reelection, and has generously support these candidates with contributions from the IBT DRIVE (Democratic, Republican, Independent Voter Education) fund. During the past months these funds have been raised from various locals throughout the country, so that the IBT would be ready and able to support both incumbent candidates and newcomers who share a common goal—protecting the rights and interests of the union's membership.

DRIVE, the IBT's political action arm, gives to political campaigns at all levels of government, in both federal and state election races. And because our support is bipartisan, the Union has become a power to be reckoned with.

Though the IBT was the only major labor union to back President Reagan in two campaigns, statistics show that DRIVE contributions go to those politicians who have the best interests of Teamster members at heart—regardless of the candidate's political party affiliation. In fact, some 80% of DRIVE monies spent thus far have gone to Democratic candidates.

The IBT has been successful not only in educating members about the legislative issues that affect them now and in the future, but has been without equal in pointing out the value and necessity of establishing a strong political action committee.

Case in point: According to the October 6, 1986, issue of Business Week, the Teamsters DRIVE fund is the fastest grow-



Local 886, Oklahoma City, Oklahoma, had over 1,000 members sign onto the DRIVE program in September. Seated in front is Charlie Thompson, President.

### Labor PACs!

ing PAC in the nation. So far this election cycle, the Federal Election Commission reports, DRIVE has raised \$2.8 million, more than any other labor group. Moreover, we rank a high seventh among all PACs. As a result, Teamsters are emerging as a major political force, well able to support those politicians who vote correctly on labor issues. This development, of course, is no accident.

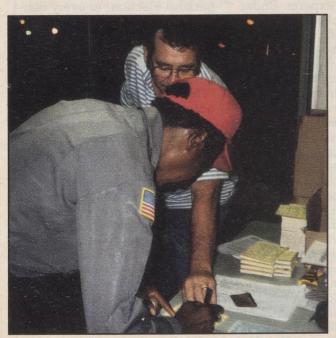
IBT DRIVE representatives are continually working to sign up new DRIVE members, diligently striving to make our fund the number one PAC in the country.



Jack McLaughlin (left), President, Local 856 and Ben Leal (standing, fifth from left), International Trustee and Secretary-Treasurer of Local 856, join UPS workers in their San Francisco office as they display their newly signed DRIVE cards.



Kathi Leal (center), Trustee and Business Agent, Local 856, San Francisco, California, signs on new DRIVE members at Fleming Foods.





Hugh Baxter (pictured right) President, Local 61, encourages Teamster members at Carolina Freight in Cherry-ville, North Carolina, to support the DRIVE campaign.

# The Times Tells the Tale Of IBT DRIVE's Success

It was a welcomed change indeed.

An October 13th special report by Richard L. Berke in the New York Times offered a candid appraisal of the IBT's dynamic political action committee (PAC), DRIVE. The news article was factual, to the point, and a welcome relief from the trumped up, anti-labor, anti-Teamster libel that is usual fare in the press.

While most of the nation's major journals have chosen to ignore the new directions which the IBT has taken since 1983, the Times article reflects careful research and accurate reporting on

the modern Teamsters.

The International Teamster magazine, therefore, invites the Teamster membership to examine the news story excerpted here, and to reflect on its significance:

## **Teamsters Bolster Campaign Coffers**

by Richard L. Berke (Copyright<sup>©</sup>, The New York Times Co. Reprinted by permission.)

In a major strategic shift for the nation's largest labor union, the International Brotherhood of Teamsters has made raising funds for political campaigns a top priority to bolster its influence.

The union's political action committee amassed 10 times more funds for contributions to candidates in a recent 18-month period than it had four years earlier. . . .

The teamster fund, Democrat, Republican Independent Voter Education, raised \$2.8 million and spent \$1.4 million in that period [the 18-month election cycle that ended June 30], according to the Federal Election Commission. By contrast, in a parallel period ending June 30, 1982, the committee raised \$280,000 and spent nearly \$218,000, according to commission figures. . . .

The shift from limited fund raising at local levels to a more centralized, national approach is part of an effort by the teamsters to maintain political clout at a time when the influence of organized labor is widely regarded as waning. The union says its membership is about 1.8 million, down from a high of 2.3 million in the late 1970's.

Among the many legislative

goals of the teamsters are passage of measures for import restraints in some industries, promotion of equitable pay practices, and prohibition of polygraphs in the private workplace.

Drive has succeeded at fund raising largely because the Teamsters have negotiated a system of weekly contributions for members into most of its major national agreements, according to labor experts. Under the system, members sign a card pledging that a certain sum each week be automatically subtracted from their pay.

When Drive was formed in the late 1950's, there was no payroll deduction, and individual teamsters were asked to contribute \$1 a year. . . . Members now are encouraged to check off \$1 a week.

The teamster president Jackie Presser is credited by Drive officials for promoting the checkoff at union appearances since his election in 1983.

"In less than two and onehalf years, we're No. 1, with more money than the auto workers, more than the machinists, more than any union in organized labor," Mr. Presser said at a teamster forum earlier this year. "Now we've got to elect the officials that are going to support this international."

Teamster officials said they expect to collect \$5 million to spend on candidates this year and hope that Drive's coffers will swell to \$15 million before the 1988 general elections. The director of Drive, Wallace D. Clements, said the fund's eventual goal is to be able to give the maximum permitted, \$5,000 in the primary and \$5,000 in the general election, to every candidate running for Federal office.

In the past, campaign fund raising was not considered important by the teamsters.
"There was never any cohesive national clout," said F.C. (Duke) Zeller, the chief teamster spokesman. "That's not to say that in certain states Teamsters didn't raise their own money. But it was regionalized."

Some teamsters have questioned the union's lucrative checkoff system, under which contributions from the members are taken for life unless they send a letter revoking it. . . .

Labor organizations still are far outspent by corporate and professional PACs. Of the 4,421 campaign committees, only 409 are labor connected, according to the election commission. But shifts in activities by the teamsters are always closedly monitored by political experts because the union is something of an enigma. Unlike most others, it frequently endorses Republican Presidential candidates, including Ronald Reagan in the last two elections. But like many funds affiliated with labor, Drive has favored Democratic over Republican candidates for the House and Senate by a margin of six-to-one in recent years.

The F.F.C. reports also show that, as is common with PACFs that are not primarily concerned with ideology, Drive favors incumbents by about 4-to-1.

Victor Kamber, a labor consultant who said he has worked once for the Teamsters, noted, however, that "for all the scandal and talk of the Teamsters, I don't know many politicians who don't take their money."

In fact, Drive contributed to 203 Democrats and 38 Republicans for Federal office, record numbers for the union, in the 18-month period that ended June 30.

While influence is difficult to measure, several political and labor experts said the increased contributions will give the union better access on Capitol

"Obviously, when you have more money to spend, you obviously get your message out," said Mark Rodgers, who handles labor liaison for the Republican National Committee.

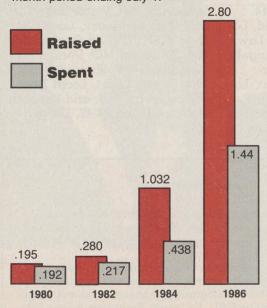
David A. Sweeney, the Teamster's top lobbyist, added: "If you're going to be a player in the game, you owe it to your members to have a PAC. I think the politician thinks if you're raising a lot of money, it improves your acceptability because you're a political force to reckon with."

#### **Growth of the Teamsters' PAC Fund**



# **Teamster Money Raised and Spent**

Figures are political action committee totals, in millions of dollars, for the 18-month period ending July 1.



#### **Top 20 Labor PAC's in Money Raised**

Figures are for the 18-month period ending June 30, 1986.

| 1.  | International Brotherhood of Teamsters                           | \$2,806,109 |
|-----|--|-------------|
| 2.  | National Education Association                                   | 2,344,868   |
| 3.  | United Auto Workers of America                                   | 1,951,004   |
| 4.  | National Association of Letter Carriers                          | 1,751,273   |
| 5.  | United Transportation Union                                      | 1,507,526   |
| 6.  | Marine Engineers Beneficial<br>Association Political Action Fund | 1,499,022   |
| 7.  | American Federation of State, County<br>& Municipal Employees    | 1,461,776   |
| 8.  | Machinists Non-Partisan Political<br>League                      | 1,451,115   |
| 9.  | Communications Workers of America                                | 1,423,760   |
| 10. | United Food & Commercial Workers<br>International                | 1,216,288   |
| 11. | International Brotherhood of Electrical Workers                  | 1,192,124   |
| 12. | International Longshoremen's Association                         | 1,150,279   |
| 13. | Seafarers International Union                                    | 1,002,910   |
| 14. | Sheet Metal Workers International                                | 1,000,638   |
| 15. | Air Line Pilots Association International                        | 946,419     |
| 16. | American Federation of Teachers                                  | 936,400     |
| 17. | Marine Engineers Beneficial<br>Association Retirees Group Fund   | 866,811     |
| 18. | Carpenters Legislative Improvement Committee                     | 822,367     |
| 19. | American Postal Workers Union                                    | 781,602     |
| 20. | United Steelworkers of America                                   | 710,801     |

Source: Federal Election Commission

### **Leadership Academy Holds 7th Session**



Nineteen Teamster leaders from around the country participated in the seventh session of the Teamster Leadership Academy, which was held at International Headquarters in Washington, D.C., from September 22–26. They are pictured above with members of the IBT Education Department staff. Director Art Kane (second row, far right), is pictured with the group.

he seventh session of the IBT Leadership Academy convened in Washington, D.C., the week of September 22, 1986.

The 19 participants in the program partook in a week-long educational seminar that is constantly being kept up to date to accomodate Teamster officers and their needs.

The officers in attendance learned about the International's operations, the ins and outs of the TITAN system, what assistance the Information Center can offer the membership, the services offered by the many other departments within the IBT, and how these departments can serve the local unions and joint councils throughout the U.S. and Canada.

Conducted by the IBT Education Department, the Leadership Academy classes motivate union officers to become involved so that they can return to their locals and apply newlylearned skills back home. Officers attending these sessions have found an opportunity to voice their opinions and offer suggestions on how the Teamsters Union can remain number one today.

Teamsters who attended TLA - 7 included:

Gary D. Mauger, Local 14, Las Vegas, NV; Ed Rayfield, Local 111, New York, NY; Al Law, Local 137, Redding, CA; Angela Manuian, Local 150, Sacramento, CA; Edward Galant, Local 202, Bronx, NY; William E. Lyman, Local 238, Cedar Rapids, IA; Gary Dunham, Local 247, Detroit, MI and Charles R. Smith, Local 392, Cleveland, OH.

Also, Robert Duncan and Kenneth Cobb, Local 432, Oakland, CA; John Slobodnik and Donald Davis, Local 554, Omaha, NB; Marvin E. Lewis, Local 579, Janesville, WI; Victor Siegel and Carl Rennhack, Local 584, New York, NY; Ted Greer, Local 604, St. Louis, MO; Dennis Murphy, Local 638, Minneapolis, MN; Steven Lucht, Local 792, Minneapolis, MN; and Kenneth Hollowell, Local 247, Detroit, MI.

#### Correction

A story on the IBT Bakery Conference meeting in Long Beach, California, which appeared in the September issue of *International Teamster*, incorrectly identified the singer of the American and Canadian National Anthems at the session.

The correct name of the songstress is Lisa Jankowski, who is with the staff of the Queen Mary Hotel where the conference was held. We apologize to her for the error, and compliment her on a job well done. Our thanks to Long Beach Local 911 Secretary-Treasurer Arlene Mordasini for pointing out the oversight.

# Jackie Addresses Students, Faculty At Loyola University in New Orleans

t the invitation of Loyola University of the South in New Orleans, Louisiana, General President Jackie Presser recently addressed a combined audience of approximately 60 students and faculty members, presenting his views on international trade and the outlook for American workers in the years ahead.

Both students and teachers applauded Jackie's commitment to promoting the teaching of labor studies in the schools, and engaged him for over 30 minutes with questions ranging from apartheid to future trends in labor-management relations.

During his visit to the city, Jackie also spoke to a small group of local political and university leaders at an informal dinner in New Orleans. His remarks on "fair trade" and his forecast for the future of American workers sparked a lively discussion. By evening's end, the consensus was that the airing of views was both healthy and conducive to greater understanding and mutual respect.

While the General President was addressing Loyola Business School students, IBT Commincations Director Duke Zeller was speaking to other Loyola students on the subject of the media and communications in today's society. IBT Governmental Affairs Director Paul Locigno likewise spoke to political science students at Loyola University on a variety of issues.

The invitations to the Teamster officials to speak to the Loyola University faculty and student body were arranged by David Boileau, Director of the IBT's Department of Human Services. Dr. Boileau has just completed teaching a course on Media Ethics at Loyola University's Department of Philosophy.

In conjuction with its commitment to fostering a wider understanding of labor unions in general and the Teamsters Union in particular, the Human Services Department also sponsored in September a teacher workshop on "Teaching Labor Studies in the Schools." Attended by some 45 public



General President Presser addressed a class of students and faculty at Loyola University in September. He presented his views on international trade and the future prospects for American domestic workers.

school teachers from the New Orleans area, the workshop concentrated on familiarizing the teachers with information on the history and current activities of the IBT and labor unions in general. Nolan LeBlanc, Secretary-Treasurer of Local 270 in New Orleans and host for the workshop, also addressed the group, drawing upon his personal experiences as a Teamster leader.



Nolan LeBlanc, Secretary-Treasurer of Local 270, New Orleans, Louisiana, and host for the "Teaching Labor Studies in the Schools" workshop at Loyola, addressed the group about his experiences as a Teamster leader.



John Cave (left), Dean of the School of Business Administration of Loyola University of the South, New Orleans, Louisiana; and Mitchel Ledet (right), International Trustee, join Jackie at Loyola.

### **IBT Seeks to Reform the Reformists**

hey're playing the same old song in the U.S. Congress about so-called reform of the Davis-Bacon Act, but the IBT recently gave the "reformists" some honest lyrics to take the place of their routine mumbo jumbo. Davis-Bacon requires contractors on federally subsidized building projects to pay prevailing local wages as determined by the Labor Department. The reformists want to raise the federal funding threshold that requires compliance with the Act to an amount significantly above the current threshold of \$2,000.

Because the International Brotherhood of Teamsters has approximately 300 local union affiliates active in the construction industry, Teamsters are opposed to any further erosion of the protection afforded members under the provisions of the Act. Some members of Congress fortunately got to hear the hard facts from the Teamsters Union, when General President Jackie Presser sent a chorus of critics of these alleged reforms to the Subcommittee on Labor Standards of the House Committee on Education and Labor.

#### Strong Testimony by IBT

Presser's representatives, Thomas A. Kellerhuis, Director of the IBT Building Material and Construction Division; Richard Stern, Assistant Director of the IBT Economics Department: and Tim Scully, Legislative Representative for the IBT, advised the subcommittee to crack down on violators of the Act instead of on the industry's workers. "Instead of reducing the benefits the Act provides for construction workers, local communities, and the federal government, the Congress should amend the Act

to inhibit violations by contractors who use wage cutting and exploitation of workers in order to gain unfair bidding advantages on federally financed construction projects," the union advocated.

Testifying on behalf of the IBT, Stern tore to shreds the reformists' weak arguments that the Davis-Bacon Act was to blame for inflationary construction costs. He disclosed to the subcommittee that not one of the various studies over the past 15 years on the impact of the Act on construction costs had proven, or even hinted, that the Act was the culprit for spiraling construction costs.

Whatever the future holds for construction costs in the U.S., the blame, explained the IBT expert, should not rest on the shoulders of the workers. Average hourly earnings of construction workers since 1978 have increased less than the rate of inflation every year with the sole exception of 1982. In fact, in 1984 and 1985, the average hourly earnings of construction workers have actually decreased by two cents per hour from 1985.

## Reform Moves "Without Merit", Teamsters Charge

The IBT testimony to the subcommittee proved beyond a shadow of doubt that wages have had little, if anything, to do with increasing construction costs. Yet, this is the only area that industry and government reformists attack in their zeal to "reform" the Davis-Bacon Act.

With the number of labor hours on construction projects declining and other construction cost factors rising faster than wages, the IBT insisted that such reform of the Davis-Bacon Act is totally without merit. The thinking of reformminded zealots is not easily redirected by the powers of persuasion, but the IBT representatives did their utmost to inform the congressional committee members that reformists should focus their attention on the real problems in the construction industry.

## "Owner-Operators" A Concern

The IBT explained in detail the many problems associated with owner-operators in the construction industry. Owneroperators ("gypsies"), often working at below-cost rates and living off their depreciation, need to be covered by the provisions of the Davis-Bacon Act. This is expecially true since contractors often misconstrue the definition of "owner-operator" to evade the Act. Owneroperators are often paid with only one check in order to avoid compliance with the Act, and



Richard Stern, Assistant Director of IBT Economics Department, testified on the Davis-Bacon Act September 30 before the Subcommittee on Labor Standards of the House Committee on Education and Labor.

the check usually applies only to the truck rental. Therefore, the owner-operator avoids paying income taxes, does not qualify for unemployment compensation, and must go on welfare and/or food stamps when there is no work.

The Teamsters brought to the committee's attention several other problem areas in the construction industry that would be ideal candidates for reform:

• Insurance premiums for construction firms have more than doubled, although liability coverage has been reduced, and some firms have had difficulty obtaining any coverage at all. This situation needs to be looked at closely.

 The Secretary of Labor should vigorously enforce the recent District Court decision on contractors and subcontractors who deliver

supplies.

 Congress should consider debarment for first time violators of the Davis-Bacon Act and criminal penalties for employers who falsify weekly payrolls, and should provide more funding for the Department of Labor for compliance officers for enforcement of the Act.

When presenting the specific problem areas for possible reform, the Teamster experts faulted the Department of Labor for not doing its job of enforcing

existing regulations.

As a result of the IBT's frank testimony, it is expected that any unreasonable increase of the threshold for Davis-Bacon has been effectively thwarted. General President Presser is confident that the testimony succeeded in shedding light on the real cost problems in the construction industry. He also judged that Congress will be better disposed to address those problems rather than to attack the industry's workers.

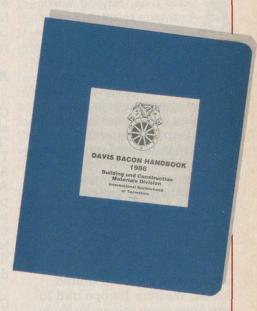
# Davis-Bacon Handbook Makes Its Debut

To ensure that all Teamster construction locals keep abreast of information pertinent to the Davis-Bacon Act, the IBT Construction Division, assisted by the Economics Department, has recently developed a "Davis-Bacon Handbook." The handbook contains eight sections with recommendations to these locals on getting the full protection of the Act.

The Davis-Bacon Act, enacted in 1931, requires contractors to pay local prevailing wage rates on federally financed construction projects with a dollar value of \$2,000 or more. Through the years, opponents of the Davis-Bacon Act have repeatedly tried to repeal this protective labor legislation. Failing to achieve this goal, they have been seeking administrative changes in the Act to weaken compliance and to lower prevailing wage rates paid to construction workers.

It is hoped that the handbook will increase the chances that the prevailing wage rates set will be equivalent to union wage rates. Examining every aspect of compliance with the Act, the handbook provides vital information on a number of important fac-

- definitions of the different categories of construction, with listed examples;
- efficient methods for compiling Department of Labor survey data
- procedures for obtaining certified weekly payrolls;



- enforcement guidelines;
- U.S. Department of Labor Davis-Bacon contacts, both regional and national;
- listings, by state, of all non-construction members of the Associated Builders and Contractors (the nation's largest, nonunion construction association); and
- details of current developments in the construction industry.

Following the instructions and reviewing the information in this handbook will help Teamster construction locals to take maximum advantage of the protection of the wage standards offered by the Davis-Bacon Act. Copies of the handbook are available from the IBT Economics Department or the Building Material and Construction Division at International Headquarters.

## **Automobile Update:**

## **Imports Driving Harder than Ever**

t one time, buying American was relatively easy when shopping for automobiles. To know the name of the car was to know whether it was American or a foreign import. That is no longer the case and the situation gets more confusing every year.

Last year, the International Teamster published an article (Automobiles: What You Need to Know to "Buy American," June 1985) on the topic of how to distinguish American-made automobiles from imports. Now, a year later, it is necessary to update the current status of carbuying in America. The familiar nameplates from the United States, Western Europe and Japan have been joined by Yugoslavia and Korea. In the near future, cars from Romania. Greece and the Soviet Union are going to be available in America.

Statistics from this past summer show imports now claim one-third of the U.S. market. Hyundai, from South Korea, started selling cars in the United States last February; by July, they were exporting over 25,000 autos here per month. A more startling statistic is that there were more Subaru station wagons registered in the United States last year than any other make of station wagon, import or domestic. These types of success stories are luring more foreign manufacturers to the U.S. market.

To add to the confusion, the brand-name of a car no longer means what is once did. In 1988, for example, the Daewoo Motor Company of South Korea plans to export 100,000 new subcompacts, called the Le-Mans, to General Motors in the United States. It will be sold through Pontiac. The LeMans, many will remember, was a GM Pontiac model, manufactured in the United States sev-

eral years ago. Needless to say, few will realize that this new LeMans is really a South Korean import.

#### America's Big 3

Going to your local Chrysler, GM, or Ford dealer no longer means you will be buying a "Made in America" automobile. They look American and sound American, but these stalwart American companies are importing more and more of their products, while at the same time exporting more and more jobs of what was once one of the backbones of American industry.

#### Chrysler

Chrysler plans to import approximately 240,000 vehicles from the Mitsubishi Motors
Corp. for the 1987 model year.
These imports will be sold, as they have for several years now, under the Dodge and Plymouth nameplates. The models are: Colt, Colt Vista, Conquest, Raider, and the Ram 50 pickup truck. The Dodge Raider is new this year.

Chrysler also expects to be importing J-cars from its Chrysler de Mexico operation in March to meet increased U.S. demand. The J-car is the midsized LeBaron specialty coupe that will be introduced in early January. The convertible model will be produced solely in the United States. The LeBaron coupe will be built in Chrysler's St. Louis plant, however, demand is expected to be so great, imports from the Chrysler de Mexico plant will be needed.

This year, Chrysler de Mexico plans to export more than 40,000 finished vehicles and 300,000 engines. They now have over 13,000 employees. "Our plans would be, because of our export increases, to continually add employment here in Mexico," stated Jerry Mathis, a vice president of Chrysler Motors and chief of the Mexican operation

Knowing in advance that there is going to be greater demand for these cars, it should be noted that Chrysler plans to increase employment in Mexico, rather than in the U.S. plant.

#### At a Glance

# Imports With American Nameplates

#### CHRYSLER

Colt

Colt Vista

Conquest

Raider

Ram 50 Pick-up

#### CHEVROLET

Sprint

Spectrum

FORD

Merkur XR4Ti

## Domestic Cars With Foreign Nameplates

#### RENAULT

Alliance

Encore

#### **VOLKSWAGEN**

Golf GTI

NISSAN

Sentra 2/4-door

HONDA

Accord 4-door

#### General Motors

General Motors continues to sell two Japanese-made cars under the Chevrolet nameplate. The subcompact Sprint is produced by Suzaki and the midsized Spectrum is a product of Isuzu. Both of these cars were on the market last year. The Chevy Nova, which is a joint venture between GM and Toyota, is assembled in Fremont, California.

#### Ford

The German-made Merkur XR4Ti will be on display and sold in Lincoln-Mercury showrooms this year. This is the third year Merkur has been available through Lincoln-Mercury.

#### **Foreign Manufacturers**

Just as we have seen with American automobile manufacturers that a familiar car make no longer means it was "Made in America," so also do we find foreign auto manufacturers producing some of their cars in the United States, some with union labor.

For example, Volkswagen has been producing automobiles at its unionized Westmoreland, Pennsylvania plant for some time now. First, the Rabbit model was manufactured at this plant before it was phased out of production. Now the Golf

and GTI models are being built in Westmoreland. All other Volkswagen models are German-made.

Renault has its Alliance and Encore models assembled in the United States by American Motors. The Renault Sportwagon is imported from France.

Nissan assembles its Sentra two-door and four-door models in Smyrna, Tennessee. Honda produces motorcycles and the four-door Accord in Marysville, Ohio. The Smyrna and Marysville plants are non-unionized operations.

Volvo maintains its Canadian facility in Halifax, Nova Scotia, where workers are represented by the United Auto Workers.



# "Buy American" Conference to be Held In West Virginia

ome 5,000 attendees are expected to turn out Saturday, November 8, in Huntington, WV, for the First National Buy American Conference being organized by that state's Department of Labor.

Although General President Jackie Presser, who had been invited to address the gathering, will be unable to attend because of a prior travel commitment, he is encouraging Teamster members in the area to rally at the event to help demonstrate the IBT's strong commitment to the Buy American movement.

The event is being organized by West Virginia Labor Com-

missioner Jesse T. Shumate.
Appointed Labor Commisioner
of West Virginia by Governor
Arch A. Moore Jr. in February,
1985, he shares the same sentiments on the Buy American issue that General President
Presser has long espoused: that
America's workforce is being
forced out of work by an influx
of foreign imports.

The November 8th Conference, Shumate explains, is part of "an awareness program to enlighten the American public as to the serious situation our nation's workforce, and business as well, is facing due to foreign imports being dumped into our country. . . . I believe

the First National Buy American Conference could be the very turning point in bringing industry back to America," he said.

Teamster support for the event has already been evident, with Shumate offering high praise of Teamster Local 175 Secretary-Treasurer Grover Marion, Charleston, West Virginia, for his assistance in publicizing and organizing the conference.

The Conference is being held at the Memorial Field House in Huntington, beginning at 10:00 AM on November 8. Teamsters who are interested in more information can contact Shumate's office in Charleston at (304) 348-7890.

# Teamsters Run First-Class Campaign In Northwest/Republic Merger

eamsters from around the country are pulling together in a highly developed campaign to win a representation election among the flight attendants of Northwest and Republic Airlines.

Ballots have been sent to each of the 6,500 Northwest and former Republic flight attendants. The election, resulting from the merger of the two companies, pits the talent and resources of the International Brotherhood of Teamsters, which represents Northwest flight attendants, against the Association of Flight Attendants (AFA), a craft union that represented the flight attendants of the former Republic Airlines.

The Teamster effort offers a textbook example of how to conduct a representation campaign in a contest that has national, and international, dimensions.

Prior to the start of the Teamster campaign, General President Jackie Presser called a strategy session that included key representatives of the Teamsters' Airline Division and members of the International's staff. Presser committed the support of various International Departments to assist William F. Genoese, Sr., Director of the Airline Division, in developing a winning presentation. Genoese has received continuing support from the International including campaign strategy, organizers, legal advice, literature, press releases, financial analysis, and an impressive state-of-the-art Teamster video addressing important campaign issues.

#### **A National Campaign**

Genoese has worked hand-inhand with General President Presser and several International Departments in developing a campaign structure that provided for a truly national election effort. The broad geographical reach of flight attendant bases made essential the development of such a network, because both Northwest and Republic Airlines use a "hub and spoke" passenger channeling system that feeds travelers into primary route patterns. Northwest's flight attendants fly out of hubs, or "bases," in Minneapolis, Detroit, Memphis, Seattle, Chicago and New York.

The structure of the Teamsters' Airline Division provided a ready-made resource for developing a national campaign network, allowing Genoese to tap into all levels of the Airline Division—from flight attendant volunteers to elected leaders. He is being assisted by all four of the Airline Division locals involved in the election, and by various Teamster Joint Councils

Claudia Bushbaum, Secretary-Treasurer of Teamsters Local 2747, is, for example, a key figure in the Teamster network. Her local in Minneapolis represents airline employees, including Northwest flight attendants. In fact, 46 percent of the potential voters in this election, including a large contingent of former Republic flight attendants, fall under Local 2747's jurisdiction.

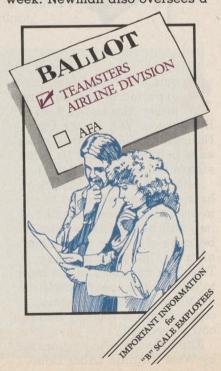
#### The Campaign Nerve Center

Bushbaum's local headquarters became the nerve center of Teamster volunteer efforts. "The cooperation of the flight attendant group has been outstanding," she said. "They are bright, dedicated and highly motivated individuals. Being flight attendants, they understand the importance of team-

work. It has been a pleasure to work with them."

Bruce Retrum, a 10-year Northwest flight attendant based in Minneapolis, is running a Teamster phone bank that, largely through the efforts of volunteers, has logged 10,000 phone calls to date and has established direct contact with nearly 60 percent of the potential voters. "The response to our phone bank has been extremely encouraging," Retrum attests. "We are now shifting gears to a 'get-out-the-vote' effort by contacting those flight attendants who identified themselves as Teamster supporters and reminding them to vote."

Mollie Newman, a 15-year
Northwest flight attendant
based in Minneapolis, has also
been pulled off the job to assist
in the campaign efforts. Among
other duties, she is coordinating a national, toll-free Teamster hotline that is receiving between 400 and 500 calls per
week. Newman also oversees a



system of local informational hot lines that is logging an average of another 650 calls per week. All phone messages are updated twice each week to keep busy flight attendants informed of important campaign and job related issues. "The hotlines are really appreciated," Newman explains, "because flight attendants are constantly on the go."

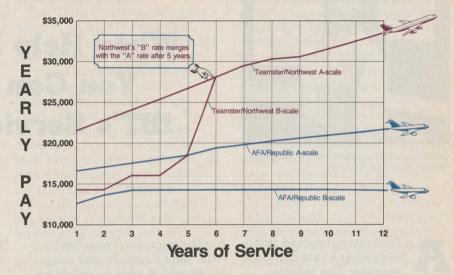
Genoese and Bushbaum are also ensuring that Teamsters are making direct, face-to-face contact with the voters. "It is extremely important that we become highly visible on Northwest's property," said Genoese. Accordingly, each Airline Division local has dispatched business agents and Teamster representatives to the airports where they can make personal contact with the flight attendants. Northwest has recognized the Teamsters Union as the sole bargaining representative for the company's flight attendants, pending the outcome of the election. With that authority, Teamster representatives are aggressively pursuing resolution of a backlog of 1,300 grievances, filed by former Republic flight attendants, that were left unresolved by AFA.

Aside from policing the agreements, the Airline Division has dispatched an army of Teamster volunteers who meet flight attendants, between flights, at each of the base airports. These Teamsters are operating informational tables, hospitality suites, and campaign offices in the base cities.

Because Northwest's normal flight patterns include many Asian trips, the Airline Division is providing a hospitality suite and campaign office at the Norita International Hotel in Norita, Japan, where the flight attendants have long layovers between Pacific flights. This international approach is proving to be an effective campaign method for the Northwest election. Stationed in a layover spot more than 30 miles from Tokyo that offers little in the way of

### WAGES

(Based on 80 Hours per Month: 960 Hours per Year)



diversions or entertainment, many of the flight attendants find it convenient to visit the Teamsters' office to get caught up on the election news.

#### **Confronting the Issues**

Genoese believes that, "like most representation elections, the voters are highly concerned about a few key issues. In this case, the flight attendants want to know how the seniority lists of the two companies will be merged, who can get them better wages, and which Union can best represent their interests." Genoese has coordinated with the International in developing literature and filming a video (sent to all the flight attendants) that promotes the Teamsters and attempts to capitalize on AFA's weakness in each of these three areas.

The AFA is a small organization that is having difficulty adjusting to collective bargaining requirements in a deregulated environment. In fact, the AFA is about to lose one-quarter of its membership due to airline mergers. Labor-management relations have become difficult as airline executives seek to cut costs by targeting employee compensation for reductions.

The Teamsters Union has a superior track record in negotiating wages for its flight-attendant members at Northwest Airlines [see chart].

Genoese affirms that, "The Teamsters' Airline Division is committed to a fair and equitable merger of Northwest and Republic flight attendants' seniority lists, once the representation election is completed. Nothing less than fairness and equality is acceptable to the flight attendants and that is what we will give them."

#### **The Winning Combination**

"We have built a campaign network strong enough to address the flight attendant's needs, yet flexible enough to adjust to the dynamics of the bargaining unit and to respond to issues as they develop," President Presser has emphasized.

"I have never seen a campaign that includes such an effective coordination of the Teamsters' vast resources and talent," Genoese agrees. "We have integrated Teamster participation, at all levels of the Union's structure, in putting together a top-flight campaign team."



Linda Pierce, Director, International Service Bureau.

# When Help Is Needed, You Can Turn to IBT's Service Bureau

s Teamsters learned from September's International Teamster, the International Union has recently initiated what is one of the most promising, progressive concepts any union has ever explored—the establishment of a Teamsters International Service Bureau Program, modeled on the lines of the very successful Family Services Program sponsored by the Ohio Conference of Teamsters.

This program, approved in April, 1986, by the Teamsters General Executive Board at the recommendation of General President Presser, is now getting established at IBT head-quarters in Washington. It is expected to be fully operational sometime late this Fall.

As Teamster leaders envision the programs, based on the Ohio experience, the IBT Service Bureau will be able to help affiliates and members by acting as an assistance center. It will be able to provide information and referral services for members who need help in such areas as family counseling, consumer protection, alcohol and drug rehabilitation, insurance coverage, workers' compensation, Social Security, housing needs and home health care, among other areas.

The International program will be able to provide technical assistance, oversight and

coordination for Teamster locals, joint councils and conferences which seek to establish such service bureaus.

Teamster leaders have been quick to see the potential usefulness of such a service. Already, Joint Council 32 has received IBT assistance in establishing its own family services program from Linda Pierce, longtime director of the Ohio Conference Service Bureau.

Two other Teamster locals. Local 344 of Milwaukee and Local 743 of Chicago, have established their own fledgling inhouse programs, the first to help members deal with stressrelated difficulties through a new Health Management Center. At Local 743, a comprehensive outreach service was began in late 1982 in order to help workers displaced when their catalogue mail order house was shut down and the workers needed education and retraining programs.

It is Pierce's challenge to find the best and most effective ways of translating her extensive Ohio experience into a viable model for the national program

Experience gained in working with county, city, state and federal agencies to get assistance for Teamsters, as well as considerable experience in utilizing federal grant monies for

training/retraining programs, equips Pierce to not only negotiate the maze necessary to get action, but also to explain to others how such programs can be used to benefit Teamsters.

In explaining why the Teamsters need such a program, Pierce notes: "To remain the nation's Number One union, we must utilize our resources to best serve our membership, retirees and their families in a manner that is worthy of our motto: "Teamsters: People Helping People'."

Emphasizing the increasing demands of a more harried world, Pierce points out that new technological innovations and job demands place increasing pressures on workers, their families and how they function.

Union members who might sometimes be hesitant to use established Employee Assistance Programs (EAPs) for fear of losing their jobs, will often utilize a Teamster assistance program, which brings a member back to his/her union—"a safe place"—when help is needed.

Explaining how the Ohio system was structured, Pierce says that the primary function of a Teamster Service Bureau is to provide information and referral services. When Teamsters are actively involved in their communities, she points out, they are able to work cooperatively with existing social service

agencies to link the member in need to appropriate community resources.

A skilled and experienced Service Bureau member, "that first caring person," can act as the member's advocate to ensure proper resolution of a problem and provide support and assistance. After completing a confidential record of the situation, such personnel can literally walk a member through the sometimes complex system, concluding a case through follow-up, to ensure members' needs have been met.

As mentioned earlier, the range of problems a Service Bureau is asked to deal with is broad, involving everything from marital problems and parent-child conflicts to personal budgeting and consumer problems, vocational counseling and job retraining, psychiatric assistance and a whole gamut of other concerns.

In Ohio, for example, a
Teamster who has a question
about his/her pension can call
the Pension Assistance Program
at the Ohio Conference of
Teamsters Service Bureau and
get assistance with questions
on pension status, benefit eligibility questions and pre-retirement planning.

The Ohio Conference of Teamsters Service Bureau Job Training and Placement Programs offer out-of-work Teamsters and other dislocated workers free vocational guidance and assessment, and assists them in choosing an appropriate training program, when new or upgraded skills are needed. Some choose an onthe-job training program which gives participants a chance to 'earn while they learn," and provides financial incentives to employers.

With these new skills, program participants once again become viable candidates for today's employment opportunities

All participants also take part in Job Shop, which gives comprehensive instruction in job seeking skills, preparing participants to assertively and confidently "market" themselves to potential employers.

The Ohio Conference's program is so highly regarded, that its Service Bureau Training and Placement Programs have received funding from both the federal government and the State of Ohio under the Job Training Partnership Act. The program employs job developers who can work directly with the business community to find employment opportunities for program participants.

And these are just two components of a sophisticated and far-ranging service network.

The IBT program is gearing up, not to provide all those services to members directly, but rather to assist affiliates in learning how to set up their own local programs. The IBT can provide the technical assistance on all the mechanics involved. It will also act as a network system for Service Bureaus, through which they can receive current information on innovative programs, funding sources and ongoing technical assistance.

Establishing a Service Bureau may seem complex, but the benefits to the members makes

it worthwhile, Pierce adds. Fundamentals include: determining the needs of the members; developing an organizational structure needed to operate a Service Bureau; program development; identification of funding sources; initial program implementation; ongoing technical assistance and program evaluation. All are activities with which the IBT can assist.

The IBT believes that a union must care about everything that concerns and affects its members, on the job and off. If we truly are "People Helping People" in the Teamsters, we have to begin with our own membership and retirees. The International Service Bureau system envisioned by General President Presser and his fellow General Executive Board members takes this union an incredible step forward, or possibly, by reemphasizing a time when unions were just getting started and they were concerned and did help a member with every aspect of his life, from birth expenses to burial bills.

Today's Teamsters Union is a thoroughly up-to-date organization. We stay Number One by providing the best in service, wages and benefits for our members!

#### Relief in Sight

How many Teamsters have encountered a problem they just couldn't seem to handle by themselves? If you've exhausted your options, have you ever wished for someplace to turn, someone who could give you advice or point out a new direction or lead for you to follow. Service Bureaus, as the IBT envisions them, could help you with:

- Alcohol & Drug Abuse Prob-
- Personal Budgeting
- Consumer Problems
- Gambling Problems
- Home Health Aides

- Housing Concerns
- Inadequate Food & Clothing
- Insurance Problems
- Job Training, Retraining and Education
- Marital Problems
- Medical Equipment Needs
- Parent/Child Conflicts
- Pension Assistance
- Psychiatric Assistance
- Retirement/Pre-Retirement Assistance
- Social Security Problems/Questions
- Utility Disconnections
- Veterans Benefit Questions
- Vocational Counseling
- · And Much, Much More

# Brake Testing Demonstration Held in East Liberty, Ohio

eamster drivers from four Ohio locals participated in a truck brake test demonstration September 18-19 in East Liberty, Ohio, at the Transportation Research Center there. With the assistance of the IBT's Safety and Health Department and the U.S. Department of Transportation, drivers from Locals 20, 24, 92, and 413 in Toledo, Akron, Canton and Columbus joined in the testing which was held in conjunction with current proposed rulemaking by the U.S. Department of Transportation to require front axle brakes on three axle tractors.

The demonstrations, covered by national television networks and trade publications, included various test braking sequences. The Teamster drivers made stops in "wet lane change and wet lane curve" maneuvers, with and without front wheel brakes.

Secretary of Transportaion Elizabeth Hanford Dole has stated that "effective braking systems are essential safety equipment for all motor vehicles," and believes that properly operating and well main-



Teamster driver demonstrates truck brake test at the East Liberty, Ohio, test track.

tained front brakes can and do enhance truck safety—a benefit not only for truck drivers, but for other motorists on the road.

The Bureau of Motor Carrier Safety (BMCS) will soon begin a rulemaking which will require truck operators to keep all front wheel brakes on large trucks and truck-tractors in service. This rulemaking would eliminate an exemption made in a

1952 regulation issued by the Interstate Commerce Commission, which allowed truck operators to remove entire braking assemblies on the front axle wheels of vehicles with three or more axles.

The current braking technoloy has incorporated significant advances over the systems and hardware that were available to the trucking industry back in



Recently participating in truck brake demonstrations held at the East Liberty, Ohio, test track are six Teamster drivers from Ohio Locals 20, 24, 92, and 413. Pictured with them are R.V. Durham (fourth from left), International Trustee; Richard Collinson (center), International Representative; and Ray Barnhart (fourth from right), Federal Highway Administration.

the fifties and sixties. It is apparent that modern brake technology has advanced to the point where many of the obvious difficulties of the past, such as controlability problems, have been substantially reduced.

High praise is deserved for R.V. Durham, IBT Safety and Health Director; Richard Collinson, IBT International Representative; Harold Leu, President of Local 20; John Mozena, President of Local 24; Robert A. Cassidy, President of Local 92; Tom Tignor, President of Local 413; and all of the Teamster truck drivers who participated in making the East Liberty truck brake demonstrations such a success.

# Robert Marciel Appointed To Dairy Conference Post



Robert Marciel, Chairman of Teamsters Dairy Division.

President Jackie
Presser has appointed Robert E. Marciel,
Secretary-Treasurer of
Teamsters Local 63, Los
Angeles, CA, as National
Chairman of the Dairy
Conference of the International Brotherhood of
Teamsters.

With this appointment comes the responsibility of creating and establishing, within the five area conferences, the necessary structure which will enable all the dairy locals and divisions throughout the International Brotherhood of Teamsters to coordinate national policy for the Dairy Conference. In this position, Marciel will also work to create and achieve

uniformity and parity throughout the industry.

A native of Southern California, this union leader has been a member of Local 63 for 16 years and began his Teamster career back in 1958. He has worked primarily in the dairy and baking industry, and therefore is very knowledgeable and qualified for such a demanding position.

Marciel holds many posts within the industry. He is the Chairman of the Southern California Dairy Drivers Council, the Southern California Dairy Negotiating Committee, the Southern California Dairy Health and Welfare Trust Fund, and of the Pacific Southwest Bakery Drivers Council. He was also appointed to the Baking Industry and Teamster Labor Committee.

General President
Presser is very enthused
over Marciel's appointment
as Dairy Conference
Chairman. "I appoint
Brother Marciel with full
confidence that he has the
capability of providing the
International, as well as
all of the affiliates, with
the leadership that is necessary to reestablish the
dairy industry as a viable
and productive entity
within our structure."

#### **IBT Mourns Loss**



Teamsters were saddened to learn of the recent death of long-time union activist and local leader Rocco "Rocky" F. DePerno.

President of Local 182 and Joint Council 18, Utica, New York, DePerno served as an International Representative and member of the Eastern Conference Policy Committee.

A Teamster for 53 years, DePerno, 80, started Local 182 in 1933, and was president until his death October 7 in his hometown of Utica, after a long bout with cancer.

In addition to serving as Local 182 President, De-Perno was an International Organizer; Chairman of the Freight Division for the Eastern Conference; a member of the Conference's Policy Committee; originator of the New York State Health, Hospital, Pension, Retirement and Group Leal Funds; and a board member of Cornell University School of Labor Relations.

He is survived by his wife, Adeline; his son, Rocco; and three grandchildren.

"Rocky will indeed be missed by all of us in the Teamsters," noted General President Jackie Presser.
"He was a man who was truly dedicated to labor.

# IBT Presents Testimony Before Blue Ribbon Panel on Trucking

he International Brother-hood of Teamsters recently presented its views on the issue of trucking deregulation before the American Trucking Association's (ATA) Blue Ribbon Task Force on Economic Regulation. The International was represented by Paul Locigno, Director of IBT Governmental Affairs, who appeared before the task force on October 9th on behalf of General President Jackie Presser.

The Task Force was established in August of this year by the ATA to examine the central economic issues facing the motor carrier industry and prepare a report for the ATA Executive Committee for consideration in January 1987. The Task Force is chaired by Dole K. Craig, past chairman of ATA and Chairman of Craig Transportation Co., Perrysburg, Ohio. The Blue Ribbon panel is composed of the presidents of nearly every large trucking firm in the United States.

Locigno's testimony concentrated on the economic and human costs of trucking deregulation as it is being overseen by the Interstate Commerce Commission. Mincing no words, Locigno described an industry in total disarray, suffering from unprecedented numbers of bankruptcies, layoffs, and independent contractors. He accused the Interstate Commerce Commission of violating the Congressional intent behind the Motor Carrier Act of 1980 by failing to enforce existing restrictions on entry standards. The Commission's "open door" policy toward market entry and operating authority has resulted in cut-throat competition and predatory pricing.

"The trucking industry has sustained over 60 major bankruptcies with job losses of over 77,000 jobs. . . . In 1983, we were told such bankruptcies were deregulation working itself out; what are we to conclude in 1986? This is not healthy competition under any meaning of the phrase."

"The trucking industry has sustained over 60 major bank-ruptcies with job losses of over 77,000 jobs. Just in the past year alone, industry giants like Holls and McLean folded under the pressure of deregulation. In 1983, we were told such bank-ruptcies were deregulation working itself out; what are we to conclude in 1986? This is not healthy competition under any meaning of the phrase," Locigno pointed out.

The IBT representative described other ills plaguing the industry which have been caused by deregulation, including an increase in highway accidents and fatalities, the withdrawal liability question, weakened national defense preparedness, and the skyrocketing increases in insurance premiums.

Locigno concluded his testimony before the industry executives by expressing the union's incredulity that some quarters are calling for further trucking deregulation and pledging strong Teamster opposition. "In light of what trucking deregulation has done to your industry and to our members, one might

think that the furthest thing

from anyone's mind would be further deregulation. While our union seeks to treat many of the injuries that deregulation has brought to the motor carrier industry, it seems beyond belief that further deregulation is being considered. We are at a loss to explain how the Department of Transportation can, in good conscience, propose to remove any remaining checks on entry and operating authority. The results would be devastating."

Locigno's message to this panel was the same message we've been delivering to Congress and the executive branch since deregulation was first enacted. The damage to the industry has confirmed our worst fears and Teamsters are now in a fight to save the last vestiges of trucking regulation.

You can do your part in this battle by letting your Representatives and Senators and Transportation Secretary Elizabeth Dole know exactly where you stand on the issue of deregulation. The government must be held accountable for the untold damage it had done to what was once the finest transportation system in the world.

# MISSIN



**KEVIN ANDREW COLLINS** 

DATE MISSING: 2/10/84 FROM: San Francisco, CA

WHITE MALE

DOB: 1/24/74

EYES: Grey-green HEIGHT: 4'6" WEIGHT: 72

HAIR: Brown



**ANNA GOTLIB** 

DATE MISSING: 6/1/83

FROM: Louisville, KY

DOB: 5/5/71

WHITE FEMALE

EYES: Grev

HEIGHT: 5'1"

WEIGHT: 85

HAIR: Auburn, curly

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS . WAREHOUSEMEN & HELPERS

25 LOUISIANA AVENUE, N.W. . WASHINGTON, D.C. 20001



OFFICE OF JACKIE PRESSER 
 GENERAL PRESIDENT

Each day, your membership in the International Brotherhood of Dear Brothers and Sisters: Teamsters is working for you, helping assure you of decent wages reamsters is working for you, neiping assure you of decent wages and good benefits. You have the assurance of knowing that should and good penerits. You have the assurance of knowing that sho you need help, your brothers and sisters will be there to aid you, to do whatever they can.

It's the same with United Way. Though you may not hear about it every day, United Way is quietly working behind the scenes in every day, united way is quietry working bening the scenes in thousands of communities across the United States, 365 days a

And if you think United Way is just for the "other guy," think and if you have children in the Scouts or Campfire Girls, again. If you have children in the Scouts or Campfire Girls, you've probably used a United Way Service. If you've ever taken a life saving course through the Red Cross or participated in an exercise class at the Y. United Way was probably on the job. Or year. exercise class at the Y, United Way was probably on the job. Or, exercise class at the I, united way was proparty on the job. II you have an elderly parent who gets a not meal delivered by Meals-on-Wheels -- you guessed it -- you were probably using a

Currently, the 1986 United Way fund-raising drive is in full ourrently, the 1900 united way rund-raising drive is in rull swing. As always, we in the Teamsters are urging you this year United Way service. to participate, to open your heart and to be generous. It's a good feeling to know you can help so many people with your one gift, including some who may not be as fortunate as you.

Giving to United Way is a good investment in the future of Giving to United Way is a good investment in the ruture of America and its communities. Your union has done its bit; now we urge each of you to give your fair share. Thank you.

1000

Jackie Presser General President

JP:mo



DEDICATED TO SERVICE

DECEMBER 1986

Peace on Earth

Shelter for the homeless

Jobs for all

Freedom from drugs

Food for the hungry

#### THE PRESIDENT'S MESSAGE

his special season of the year is a time for celebration, for gathering together with family and friends, for sharing the good will of the holidays with our neighbors, our co-workers, and our fellow union members.

But more than this, it is a season for reflecting, a season for thanks, for hopes, and for prayers.

This International Union has achieved much in the past year, and for these achievements we can be justifiably proud.

Just a few short months ago, for example, we conducted the very serious and very important business of our 23rd International Convention. Under adverse circumstances and unfair pressures from the press, the delegates to this convention performed their duties admirably and efficiently. The work at hand was completed fairly and openly, and the proceedings were conducted with style and dignity. For all this, we most certainly give thanks.

We give thanks, too, for the new spirit of pride and commitment which has spread throughout the membership. We introduced a new theme song, "Proud To Be A Teamster," which tells our story in word and song. We premiered the new film, "We're America's Teamsters," which captures as never before the vitality, diversity, and strength of our union.

We've produced more and better publications to help educate and inform our members about the work we are doing. We've initiated new services, created new departments, and achieved new benefits. Alone among labor unions in North America, the International Brotherhood of Teamsters is continuing to grow stronger in numbers, in influence, and in the ability to offer workers the very best possible representation they can

have. Because Teamsters everywhere have come to expect—and to receive—nothing less.

And as we reflect upon the achievements of the past years, and define our hopes and expectations for the year to come, there are many Teamster programs which deserve our attention, but perhaps two which especially stand out. The firstour "Buy American" campaign—has been active for over a year now. This special Teamster educational, legislative and public relations effort has brought our members a new awareness and concern for the problems imports have caused the American economy. Today, we in the Teamsters stand firm in our commitment to promote the production and purchase of U.S.- and Canadian-made goods. We have sponsored legislation, initiated extensive research, and produced various materials—buyers' guides, bumper stickers, T-shirts, posters and pins-which proclaim our commitment to the "Buy American" credo. We have done national print advertising, and we have broadcast special "Buy American" messages over the air, on satellite feeds and on the radio.

As a result of these efforts, the IBT is widely recognized as a leading proponent of the "Buy American" movement in this country today. But our task is far from over.

With this important campaign, we are fighting for American jobs and American workers, and by working, hoping and praying, we know the fight can yet be won.

The second Teamster program—our "Crusade for a Drug-Free America"—was officially launched in October at a press conference in Los Angeles where I met with our national spokesman for the campaign, actor Sylvester Stallone. By



**Jackie Presser** 

joining us in this capacity, Stallone has brought the Teamsters' anti-drug campaign a high visibility we could not have otherwise attained in so short a time. Our program is rapidly gaining momentum, with more and more groups and individuals signing on each day.

With our anti-drug program, we are fighting to save American lives, American youth, and American families, and perhaps little else we do has the potential to matter quite as much. With the hopes and prayers, the dedication and the determination of Teamster members, we can reach out to the victims of drug abuse and help them overcome their problems. This is our goal, and our hope, for the coming year.

At this special time of year, your General Secretary-Treasurer Weldon Mathis, and all the members of the General Executive Board, join with me in sending to each Teamster family the very best wishes for the Holiday Season.

Fraternally,

Jacki Tresser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.





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#### General Executive Board

JACKIE PRESSER General President 25 Louisiana Ave., N.W. Washington, D.C. 20001 WELDON MATHIS General Secretary-Treasurer 25 Louisiana Ave., N.W. Washington, D.C. 20001 JOSEPH TREROTOLA First Vice President 265 W. 14th St., Rm. 1201 New York, New York 10011 ROBERT HOLMES
Second Vice President
2801 Trumbull Ave.
Detroit, Michigan 48216 WILLIAM J. McCARTHY Third Vice President 544 Main Street Boston, Mass. 02129 JOSEPH W. MORGAN
Fourth Vice President
1250 E. Hallandale Beach Blvd.
Hallandale, Florida 33009 **EDWARD LAWSON** EDWARD LAWSON
Fifth Vice President
899 West Eighth Avenue
Vancouver, B.C., Can. V5Z 1E3
ARNIE WEIMMEISTER
Sixth Vice President
553 John Street, Room 28
Seattle, Wash. 98109 LOUIS F. PEICK Seventh Vice President 300 S. Ashland Ave., Rm. 206 Chicago, Illinois 60607 JOHN H. CLEVELAND Eighth Vice President 2001 Rhode Island Ave., N.E. Washington, D.C. 20018 MAURICE R. SCHURR Ninth Vice President 4345 Frankford Ave. Philadelphia, Pa. 19124 Philadelphia, Pa. 19124
DONALD PETERS
Tenth Vice President
300 S. Ashland Avenue
Chicago, Illinois 60607
WALTER SHEA
Eleventh Vice President
25 Louisiand Ave., N.W.
Washington, D.C. 20001 HAROLD FRIEDMAN Twelfth Vice President 1870 E. 19th St. Cleveland, Ohio 44114 JACK D. COX Thirteenth Vice President 450 Carson Plaza Drive Carson, California 90746 DON L. WEST Fourteenth Vice President 125 N. 57th St. Birmingham, Alabama 35212 MICHAEL J. RILEY Fifteenth Vice President 1616 West Ninth St., Suite 300 Los Angeles, Calif. 90015 T.R. COZZA Sixteenth Vice President 625 Stanwix St., Suite 1903 Pittsburgh, Pa. 15222

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MITCHEL LEDET 2207 Royal Street New Orleans, Louisiana 70177 BEN LEAL 459 Fulton St., Suite 304 San Francisco, Calif. 94102 R. V. DURHAM P.O. Box 929 Kernersville, N.C. 27285









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Editorial material should be addressed to: Teamsters Union, Communications Department, 25 Louisiana Ave., N.W., Washington, D.C. 20001

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# TEAMSTERS' ANTI-DRUG CAMPAIGN TOPS BUSY AGENDA FOR GEB

n in-depth presentation of the new Teamster Anti-Drug Campaign topped a full agenda for the IBT General Executive Board at its third quarterly session in late October.

In his report to Board members at the Grenelefe, Florida, meeting, General President Jackie Presser detailed plans for the union's all-out anti-drug effort and announced that the campaign would officially kick

off with a Los Angeles, California, press conference set for October 28. Inviting GEB members to attend, Jackie explained that he would be joined at the press conference by the IBT's national spokesman for the campaign, superstar Sylvester Stallone of "Rocky" and "Rambo" film fame. (See separate story, this issue, on press conference.)

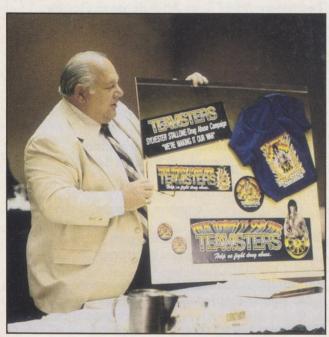
In addition to learning about the media event, GEB members previewed the union's plans for T-shirts, posters, bumper stickers, and other materials being developed as part of the IBT's public awareness efforts in the anti-drug campaign. The Board was informed by General President Presser of the union's plans to produce, again with Stallone's participation, a short television commercial that would help alert America's youth to the dangers of drug abuse.

"The anti-drug campaign will remain a high priority for the IBT in the months ahead," Jackie pledged, "with the full commitment and resources of the union dedicated toward eradicating the drug problem in American society."

Also in his report, General President Presser:



Jackie and Weldon go over financial reports prior to the Board meeting.



General President Jackie Presser presents the Teamster Anti-Drug Campaign to the General Executive Board.



The General Executive Board held its third quarterly meeting in Grenelefe, Florida.



The Board carefully reviews reports presented during their October meeting.

• Urged GEB members to make plans to attend the Teamsters' Conference on "Women in the Workplace," set for mid-November in Dallas, Texas. This first-ever Teamster conference will focus on the special problems and needs of working women, with workshops, lectures, group discussions, and audience-participation programs planned.

• Updated the Board about the Northwest-Republic Airlines merger campaign for the right to represent some 6,500 flight attendants. The all-out campaign, Jackie noted, has received experienced staff support from the International's Research, Communications, Legal, Organizing, and Economics departments.

• Informed Board members that individual local unions of the International Typographical Union (ITU) are voting on their own to disaffiliate with the ITU and affiliate with the Teamsters. The ITU, as an organization, rejected merger with the IBT last year.

• Announced that in the first week of October, the Philadelphia Association of School Administrators voted by a wide margin to affiliate with the IBT. Representatives for this group of 750 educators, Jackie noted, had traveled to Washington, D.C., to meet with him, to talk with several staff members and department heads, and to tour the IBT headquarters. They came away impressed with the union's resources and manpower and obviously delivered that message to their fellow members, Jackie reported. The vote to join the Teamsters was a 4-to-1 victory for the IBT.

 Reviewed for GEB members the union's development of an innovative labor/management job appreciation program in the trucking industry. Created jointly with representatives of Trucking Management, Inc., the program aims at developing better communication and cooperation between industry and labor. The communications program will involve a video presentation, posters, newsletters, and mailings to Teamster members as well as management officials. The key to the success of these media efforts will be a series of joint labor/management conferences which will focus on problems, concerns, and solutions.

• Updated the Board on his many speaking engagements and visits to locals, conferences, joint councils, schools and universities. In particular, Jackie outlined the agenda for his upcoming trip to Europe where he was scheduled to meet with various government, industry, and labor leaders.

During their quarterly session, GEB members also received a detailed report on the financial status of the union from General Secretary-Treasurer Weldon Mathis; and they viewed a video presentation on the Northwest/Republic Airlines campaign.

Staff reports on the activities of their departments were presented by Duke Zeller, Director of Communications; Dave Sweeney, Legislative Director; and John Climaco, IBT General Counsel.



Members of the GEB listen attentively during General President Presser's report.

# GEB Establishes New Divisions, Approves Appointments For Three Teamster Leaders

he IBT General Executive
Board, in recent action,
authorized the establishment of two new international
divisions and approved appointments for three Teamster
leaders.

Recognizing the tremendous organizing potential in the convention and trade exposition areas, the Board established, effective October 1, 1986, the new IBT Convention and Exposition Centers Trade Division, with Local 385 President Larry Parker, Orlando, Florida, as its director.

Parker, a longtime veteran of the Teamsters, was also appointed an International Representative of the union, as was Bill Hogan, Jr., President of Local 714, Berwyn, Illinois, and Director of the IBT Trade Show and Movie-Making Division.

Parker and Hogan will be working together in the months ahead, educating and organizing members in these closely related fields.

The Trade Show and Movie-Making Division, established in 1968, has been headed by Hogan since his appointment as director over a year ago. The division, he feels, is fast becoming one of the most active within the IBT.

The two directors are jointly developing plans for meetings to be held within the five area conferences, to reach out to members in the trade show, convention, and movie-making fields. Both report that they have found more and more companies are cutting back on

sales force expenses and, as a result, are displaying their products and services more and more frequently at trade shows. This has prompted the burgeoning of new convention centers around the country.

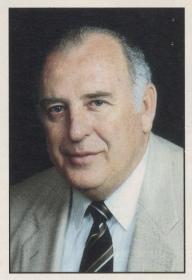
Parker and Hogan feel that the jobs being created as a result of this expansion should be filled by highly trained Teamster professionals, and their efforts will go toward organizing the new centers that are opening.

The other new division established by the General Executive Board was the Parcel and Small Package Trade Division, with 30-year Teamster veteran Dan Darrow named as Director.

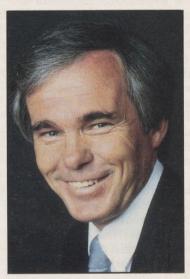
Darrow holds many posts within the Teamsters Union:
Secretary-Treasurer of Local
348, Akron, Ohio; Secretary for the Ohio Conference of Teamsters; and Director of UPS Division for the Central Conference of Teamsters.

Darrow said that this parcel and small package division will focus on organizing small package companies and competitive non-union companies. "The Teamsters," he said, "are aware of the great potential for this division to grow and expand. We will be devoting our efforts toward organizing the unorganized."

"These new divisions and the appointments resulting from their establishment will ensure that the IBT remains in the forefront of growing and vital industries," General President Presser added.



Dan Darrow



Bill Hogan, Jr.



Larry Parker

# IBT Scores Organizing Victory: Northwest Flight Attendants Choose Teamsters by 2-1 Margin

he Teamsters Union won a major victory in a representation election among the flight attendants of Northwest Airlines.

The vote, 3,696 (62%) for the Teamsters and 2,264 (38%) for the Association of Flight Attendants (AFA), "is a clear statement of confidence in the ability of the Teamsters Union to represent the needs of airline industry employees," said Teamster General President Jackie Presser.

The National Mediation Board (NMB) sent ballots to each of

the 6,500 Northwest and former Republic Airlines' flight attendants. Resulting from the merger of the two companies, the election pitted the vast resources and strength of the Teamsters Union, which represents Northwest's flight attendants, against the AFA, a small craft union that represented Republic's flight attendants prior to the merger.

The five-week, mail ballot election came to a close on Monday, November 10, 1986, when the NMB, which supervised the election, tabulated the ballots.

Ninety-four percent (94%) of those eligible actually voted in the election. "The incredible turnout demonstrates that flight attendants recognize they need a union, while the results show that flight attendants believe the Teamsters is the best union to advance their careers," according to William F. Genoese. Sr., Director of the Teamsters Airline Division. "The Teamsters Union has a superior track record in negotiating wages and working conditions and is in the forefront of providing

(continued)



It was thumbs up for a Teamster victory in the recent Northwest/Republic Airline representation election.

"The Teamsters
Union has a superior
track record in negotiating wages and working conditions and is
in the forefront of providing services which
improve the quality of
flight attendants'
professional careers."

services which improve the quality of flight attendants' professional careers."

#### Teamsters Offer A Brighter Future

Labor-management relations have become increasingly difficult as cutthroat competition reigns among airlines. As a result, executives seek to reduce costs by targeting employees' compensation for reductions. The AFA is a small organization that is having difficulty adjusting to collective bargaining requirements in the deregulated environment. In fact, the AFA will lose one-quarter of its membership this year due to airline mergers.

The AFA conducted a long, hard fight against the Teamsters, and received the full financial and political support of the AFL-CIO Executive Council in their bid to win the representation election. But in the end, all the tenacity of the AFA and all the wealth of the AFL-CIO couldn't overcome one basic theme that seemed to run an undercurrent across many voters' minds: the fact that the Teamsters Union was in a better position to advance the goals of professional flight at-

"Airline employees realize that acquisitions and mergers are the wave of the future in this industry and that it is going to take a strong organization with a wealth of resources, and a broad diversity of membership, to effectively bargain with Northwest's management," Genoese explained. "Northwest's flight attendants voted for us because we are a strong organization and we offer the prospect of a brighter future for airline employees."

Patty Reller, a Northwest flight attendant based in New York, said, "Flight attendants need a union with the clout and leverage to get the job done at the bargaining table. When it comes to negotiations, Teamsters offer by far the clearest advantage for flight attendants."

While the Teamsters Union offers the prospect of a better future for Northwest's flight attendants, the flight attendants also represent an important gain for the Teamsters Airline Division. "Our own members voted to stay with us. That is deeply gratifying and I think a tribute to the quality of job we have been doing in servicing their contract," Genoese said. "Also, by picking up the former Republic flight attendants, we have added 2,800 new members to the Union." Northwest Airlines projects that their flight attendant work force will grow from its present 6,500 to 8,500, or 9,000 within the next two years.

"What's more," Genoese commented, "we can use this election victory as a springboard to do some very exciting organizing in the airline industry." The Teamsters Airline Division currently represents roughly 50,000 employees.

#### The Work Continues

As the Airline Division explores developing opportunities, Teamster representatives must begin work on three very important projects at Northwest. First, negotiators must merge the Republic and the Northwest contracts into a new agreement that combines the best of both of the old contracts.

Second, because seniority af-

fects virtually every important aspect of a flight attendant's career, including layoffs, bidding, transfers, vacations, and other benefits, Teamsters have pledged to merge the seniority lists between the two groups involved in a fair and equitable manner. Third, Teamster negotiators must prepare to negotiate a new contract to take effect on January 1, 1987. Teamsters will need the strength of a unified bargaining unit behind them because Northwest negotiators have always been tough.

## Campaign Cooperation Carries Victory

Under the direction of General President Jackie Presser. the Teamsters Union waged an aggressive campaign to win the election by developing a national campaign network that tapped into all levels of the organization—from the support of the international headquarters, to locally elected Teamster officials, to flight attendant volunteers. In a total, team effort, campaigners received the assistance of various International Departments including, Legal, Organizing, Research, Communications, and Econom-

Coordinated by Genoese, an army of Northwest and Republic flight attendants combined in a highly developed election ef-

(continued)



Director of the IBT Airline Division Bill Genoese (left), and Jim McCall (right), attorney with the IBT Legal Department exchange congratulations on a successful campaign.

fort. Teamster volunteers operated campaign headquarters in each of the merged airline's base cities, which include Minneapolis, Detroit, Seattle, Memphis, Chicago and New York. Volunteers staffed informational tables at the airport in each base city, where they met with fellow flight attendants between trips. Teamsters also ran a campaign office in Norita, Japan, where Northwest's flight attendants had long layovers between Pacific flights. In a highly successful drive to turn out the vote, Teamster volunteers logged 10,000 phone calls to potential voters.

"We could not have won without the tireless efforts of our flight attendant volunteers and the unprecedented coordination that we achieved throughout the Teamster organization."

"We could not have won without the tireless efforts of our flight attendant volunteers and the unprecedented coordination that we achieved throughout the Teamster organization," commented Claudia Bushbaum, Secretary-Treasurer of Teamsters Local 2747. Bushbaum's local represents Northwest's flight attendants in Minneapolis, the company's base of operations and the location of the largest contingent of Northwest employees.

"We have put together a firstclass team that will provide the highest quality representation for Northwest's flight attendants. I believe that this team is going to have an important impact on labor relations in the airline industry," Presser said.

# CCT Public Employee Division Holds Seminar

The Public Employee Division of the Central Conference of Teamsters held a seminar in Chicago, IL, Tuesday, October 7, 1986, to teach a variety of delegates the techniques for organizing in the public sector. More than 80 delegates attended this productive seminar.

The need for this seminar became apparent due to several large organizing drives won in Washington, D.C.; Chicago, IL; Louisville, KY; and Michigan.



Seated left to right are: Norman Weintraub, Director and Chief Economist, IBT Economics Department; Joe McDermott, Assistant to Barry Feinstein, Director, IBT Public Employee Division; William Hogan, Jr., CCT Public Employee Policy Committee Member, and President Local 714; David Morris, CCT Public Employee Policy Committee Member, and Secretary-Treasurer, Local 320; Joe Valenti (standing), CCT Public Employee Division Director, and President, Local 214; Robert Holmes, Second International Vice President, and International Director, Central Conference of Teamsters; Jerry Vincent, CCT Public Employee Policy Committee Member, and Secretary-Treasurer, Local 783; and Howard Shifman, Attorney.



The Public Employee Division of the Central Conference of Teamsters held a successful one-day Workshop Seminar on October 7, 1986, in Chicago, IL. Eighty delegates were in attendance.

# Teamsters' Conference on Women in the Workplace: A Great Success



Seated left to right are: Ben Leal, International Trustee; International Vice Presidents Don West, Donald Peters, Robert Holmes; Weldon Mathis, General Secretary-Treasurer; General President Jackie Presser; Mary Ann Keeffe, IBT Research Director; Linda Fisher, Communications Coordinator; Vicki Saporta, IBT Organizing Director; Sally Payne, IBT Assistant Director of Education.

he first-ever "Teamsters'
Conference on Women in
the Workplace," held the
weekend of November 14–16
was an unqualified success for
participants as well as for the
IBT. It brought together some
300 stewards, business agents,
organizers, and officers who focused on the special problems
and special needs of women
workers today.

The delegates at the Dallas meeting were welcomed by General Secretary-Treasurer Weldon Mathis, who stressed the need for such events which focus on the special problems of women workers.

Keynote address of the morning session was given by General President Jackie Presser, who received a standing ovation from a cheering crowd as he approached the podium. Interrupted several times through-

out his speech by enthusiastic applause, Jackie expressed his commitment to the goals of the Conference, and noted his pleasure at the successful turnout. "I am pleased," he said, "to be the first General President in the history of the IBT to be here at this first Teamsters Women's Conference. . . . Women are a vital part of our workforce, making up a larger percentage than ever before.

"One of the highest priorities of this Union," Jackie stressed, "is to develop new and effective organizing strategies for women workers."

Jackie also told the attendees that he was "proud to have been the General President to have made a number of key appointments of women at the IBT." He gave recognition to the three co-chairs of the conference who were most responsi-

ble for developing its programs and events: Director of Organizing Vicki Saporta, Communications Coordinator Linda Fisher, and Director of Research Mary Ann Keeffe. He also pointed to other appointments of women he had made during his tenure, including Linda Pierce, Director of the International Service Bureau; Ann Thompson, Director of the Information Center; Sally Payne, Assistant Director of Education; and Ann Marie Derfler, Teamster Travel Coordinator.

Other IBT dignitaries in attendance included Vice Presidents Robert Holmes, Detroit, MI; Donald Peters, Chicago, IL; and Don West, Birmingham, AL; and International Trustee Ben Leal, San Francisco, CA.

Vicki Saporta, Director of Organizing, spoke enthusiastically about organizing and representing women. "If we are going to grow as a union," she said, "we must support women in the workforce."

Motivation is a key word when it comes to having a successful conference, and the "Women in the Workplace Conference" definitely knew how to motivate its participants. Sally Payne, Assistant Director, IBT Education Department, presented a film which addressed the problem of differences, fears, and interaction among individuals. This was followed by small group discussions in break-out sessions. The discussions were led by facilitators from the IBT Education Department, Cindy Impala; Mary Lazarsky; and Art Kane, Director.

The Saturday luncheon featured Esther Peterson, a Washington-based consultant on consumer affairs and Representative of the International Organization on Consumers'
Unions at the United Nations.
Peterson has had a long and distinguished career that included high-level posts under three Presidents in the fields of labor, women's issues, and consumer interests.

Peterson talked about the tough struggles of women in the workforce, predicted that the changing roles would improve the female status, and praised the IBT for its forward-looking leadership in holding the Conference.

The workshop sessions continued after lunch as participants broke into small groups. Topics discussed in these groups included: parental leave and child care, pay equity and wage considerations, sexual discrimination and harassment, and health and safety issues specifically relating to women (such as hazards associated with video display terminals).

These issues were brought to light to emphasize problems women workers face, and to discuss how the Teamsters can effectively address these needs in organizing and representing women, as well as in negotiating contract language and initiating political action for women.

The "Parental Leave and Child Care" workshop was presented by Amy Wilkins, Children's Defense Fund, Washington, D.C., and moderated by Linda Pierce, Director, Teamsters International Service Bu-

Speaker Winn Newman, Esq., Newman, Sobol, Trister & Owens, in Washington, D.C., and moderator Michael McLaughlin, Esq., Representative for Local 856, San Francisco, CA; discussed the financial end of women's struggle in their workshop, "Pay Equity and Wage Consideration."

On the topic of "Sexual Discrimination/Sexual Harrassment," both K.C. Wagner, Director, Working Women's Institute, New York, N.Y.; and Barbara Lipsky, Special Assistant to Commissioner Fred W.

Alvarez, Equal Employment Opportunity Commission, Washington, D.C., gave their expertise on the subject. This workshop moderator was Wilma Liebman, Esq., IBT, Washington, D.C.

Details of Health and Safety were discussed in the fourth small group by Speaker Jeanne Stellman, Ph.D., Associate Professor of Public Health, Columbia University School of Public Health, New York, N.Y.; with Nancy Garcia, Health and Safety Representative, Local 2707, Oakland, CA, as the moderator.

After a full afternoon of workshops and panel discussions, participants gathered for dinner.

Opening remarks were given by Cynthia Presser, wife of the General President, who spoke about her own experiences as a working mother and praised the Conference as an important step for women in the Union. Mrs. Presser introduced the evening's keynote speaker, Economist Sylvia Hewlett, author of the controversial best-seller, "A Lesser Life—The Myth of Women's Liberation in America."

"I was a member of an elite generation of women with talent, education, opportunity and access to new professional avenues opened for me and my colleagues by the women's movement," Dr. Hewlett noted. "Coupled with these advantages was the assumption that women should and could 'do it all'—have a successful career, a good marriage and a family, she added. The role of "Superwoman" is the myth that women workers today must face, she said.

The next day began with simultaneous workshops which focused on five of the job classifications women are most heavily involved in which include: clerical, health care, public sector, airline, and industrial sector.

The clerical workshop was led by Barbara Christie, Organizer, Local 2707, Oakland, CA; (continued)



General President Jackie Presser

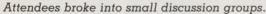


Esther Peterson, Luncheon Speaker



General Secretary-Treasurer Weldon Mathis







Madeline Samarzes, Business Agent, Local 856, San Francisco, CA; Louis Wilson, R.N., Steward, Local 445, Yonkers, NY; and Pat Dean, R.N., Steward, Local 332, Flint, MI, discussed the health care field. Public Sector jobs discussions were lead by Arlene Mordasini, Secretary-Treasurer, Local 911, Long Beach, CA. The Airline workshop leader was Claudia Bushbaum, Secretary-Treasurer, Local 2747, Bloomington, MN; with Nellie McKim, Secretary-Treasurer, Local 580, Lansing, MI, leading the Industrial workshop, the last of the five workshop sessions available to participants at the Conference.

The General Session recon-

vened later Sunday morning with an informative legislative update on issues which affect women in the workplace, presented by Tim Scully, IBT Legislative Assistant. Inspirational and motivational words on DRIVE (Democrat, Republican, Independent Voter Education) came from Wallace Clements, IBT DRIVE Director, Washington, D.C.

The Conference concluded with the viewing of the film, "We're America's Teamsters."

Enthusiasm ran high among attendees by the end of Sunday's session, with much positive feedback from participants. The day ended on an emotional note as delegate Margarita

Martinez of Local 912, Watsonville, CA, rose to address the attendees about the 1,000 members of her local—most working mothers—who have been on strike for 15 months without one person crossing the picket line. Her appeal for support brought a spontaneous collection of over \$1400 from the delegates.

"We are looking forward to hosting additional conferences next year," General President Presser pledged, with a likelihood of hosting the meetings in the Union's Area Conferences. "The tremendous success we've had at this session paves the way for what we will accomplish in the future," Jackie added.



More than 300 participants attended the conference.



Cindy and Jackie Presser, with Dr. Sylvia Hewlett (right).

## Thirty-two Attend Leadership Academy-8

hirty-two Teamster leaders from across the country convened in Washington, D.C., the week of October 20, 1986, for the eighth session of the IBT Leadership Academy (TLA-8).

The monthly educational seminars consist of a week-long session, designed to provide the officers in attendance with leadership skills to enable them to fulfill their local's needs.

The participants learned about the International operations, the workings of the TITAN system, the Information Center and what it can offer the membership, and the many other services offered by the different departments within the IBT which are available to the local unions and joint councils throughout the U.S. and Canada.

The Leadership Academy classes, conducted by the IBT Education Department, encourage the leaders to take an active part in the program and to apply their newly-acquired skills at the local level. During the classes, the officers are also given the chance to voice their suggestions on how to keep the Teamsters Union on top.

Teamsters who attended TLA-8 included: Gilbert H. Torres, Local 83, Phoenix, AZ; Ron Wells, Frank Kelleher, and Phil Dindia, Local 85, San Francisco, CA; Joe Tessier, Local 117, Seattle, WA; Ralph Miranda, and Russ Roberts, Local 137, Redding, CA; Carl Vonasch, Local 142, Gary, IN; Bruce Arbuckle, and Richard Henry, Local 150, Sacramento, CA; Larry E. Omann, and Robert E. Schorg, Local 238, Cedar Rapids, <sup>1</sup>A;

Walter D. Schuler, Benjamin Mosqueda, and Jerry McDonald, Local 247, Detroit, MI; and Thomas Dziedzic, Local 264, Buffalo, NY.

Also, Mike Hrudy, and Donald P. Smith, Local 330, Elgin, IL; Thomas J. Crawford, Local 367. St. Louis, MO: Charles F. Teas, and Vernon Bell, Local 413, Columbus, OH; Casey Sawyer, Local 490, Vallejo, CA; Elizabeth L. Lamkin, Local 513, Philadelphia, PA; Michael Rogers, Local 541, Kansas City, MO; Brendan F. Kaiser, Local 579, Janesville, WI; Earl Nolan, Local 597, Barre, VT; Thomas L. Huey, Local 637, Zanesville, OH; Mary San Miguel, and Jose Rodriguez, Local 679, San Jose, CA; Brian Ahearn, and Richard Marunich, Local 767, Arlington, TX; and Daniel F. Bryant, Local 792, Minneapolis, MN.



The IBT Education Department, under the guidance of Director Art Kane (far right), held another successful Teamster Leadership Academy at International Headquarters in Washington, D.C., from October 20-24, 1986. Thirty-two Teamster leaders attended TLA-8.



Holland Transport members in Detroit, MI, take time out of their lunch break to sign up for DRIVE.

## DRIVE:

# New Members Deliver



Yellow Freight members in Ann Arbor, MI, joined the DRIVE team during the recent campaign at Local 299 to gain contributors.



Consolidated Freight members in Troy, MI, proudly display their new DRIVE caps after signing up.

BT DRIVE is a force to be reckoned with, and no one knows that better than the successful—and unsuccessful candidates—in the recent November election.

Thanks to Teamster members' contributions, IBT DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters' political action arm, was able to support, as never before, election campaigns at all levels of government, in both federal and state races. And because our support is bipartisan, the union has become an influential power when it comes to backing a candidate our members would like to see in office.

At the September 28 DRIVE campaign kick off rally in Detroit, MI, Wallace Clements, IBT DRIVE Director, addressed an audience of more than 150 stewards from Local 299, stressing the importance of this program to the union members.

"With our new fundraising clout, the Teamsters Union can set the agenda on Capitol Hill—we're going to make the politicians, Democrat and Republican, sit up and take notice!," Clements noted in his stirring appeal for support.

As a result of the inspirational speech, more than 1,500 Local 299 members signed up

## er Donations

as weekly \$1.00 contributors to DRIVE, through the "buck a week," checkoff system.

The union members participating include employees at E & L, Jones Transfer, Yellow, and more than 30 other companies in the Detroit area loading docks and lunchrooms. Together they will generate an additional \$80,000 per year for DRIVE.

On the same note, more than 2,000 Joint Council 7 members of five San Francisco-area Teamster locals also signed up last month for the checkoff deduction for DRIVE. Members of Locals 70, 78, 287, 624, and 856, raised more than \$25,000 for this past election's endorsed candidates.

"The response here has been tremendous and heartening," stated IBT DRIVE Field Representative Joe Allgood, in his recent visit to the locals. "The cooperation we have received from Joint Council 7 President Chuck Mack, International Trustee Ben Leal, and the various local officials has been particularly helpful."

As Clements' tour continues, he will actively campaign to sign up new DRIVE members in an effort to keep DRIVE as the number one PAC in the country



Hankin Transportation members take the time to learn about the DRIVE program.

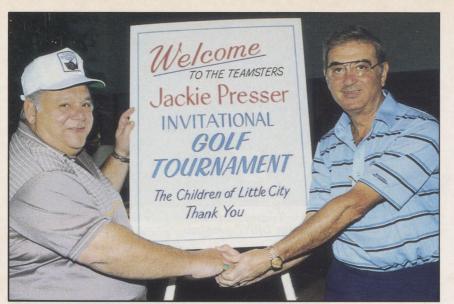


Wallace Clements, IBT DRIVE Director, distributes literature at the recent Shop Stewards' DRIVE Seminar held in Dearborn, MI.

#### Retirees Still Supporting DRIVE

Many Retired Teamster members have continued to contribute to DRIVE (Democrat, Republican, Independent Voter Education). This support and the support of the new members is what has kept the DRIVE program on top. Retirees, send your contributions to DRIVE:

IBT DRIVE Department 25 Louisiana Avenue, NW Washington, DC 20001



Jackie Presser (left), with Robert Dachman (right), Executive Director, Little City Foundation.





General President Presser (left), presents the winner's trophy to Tom Owens (right), Administrator of Contract Maintenance, Building & Construction Trades Department, AFL-CIO.



Robert Dachman (left), and General Secretary-Treasurer Weldon Mathis (right).

# Hundreds A Little City T

eamsters are always willing to lend a hand, especially when it comes to the youngsters who are mentally and physically handicapped at the Little City Foundation in Palatine, Illinois.

As golfers teed-off for the 4th Annual Presser Invitational Golf Tournament on October 22, 1986, at Grenelefe Golf and Tennis Resort in Orlando, Florida, everyone concentrated on having an excellent game. But, without the Teamsters' interest in Little City's unique program of education and training for the handicapped, the tournament wouldn't have taken place.

Little City is now 27 years old, and has received assistance through the golf tournament and donations from the Teamster locals and their members for many years. This year at the tournament, Little City grossed \$400,000, making it the most successful in the history of the Teamsters Little City Tournament, with more than 250 participants.

Players consisted of topranked amateur golfers from labor and business, as well as friends of Little City and the Teamsters Union. This year's winner was Tom Owens, AFL-CIO, who played a spectacular game.

Little City, one of the Teamsters' favorite charities, has

# ls Attend ly Tournament

grown and developed over the years. Today, it is one of the top facilities in the country serving the needs of the handicapped. Little City helps handicapped youngsters learn to care for themselves, and eventually enables these young adults to build independent lives and develop their abilities to their fullest potential.

"People helping people" is the Teamsters' motto, and helping charities such as Little City is what it's all about. Once youngsters learn basic social and academic skills, they are given occupational training to teach them work skills. This not only makes them a valuable addition to society's work force, but also gives these young adults the confidence and selfesteem necessary to achieve responsibility and control over their lives.

It was recently announced that a new adult-living center will be built at Little City in honor of Teamsters General President Jackie Presser, in appreciation of all the time and effort he has given to the Little City Foundation. "Jackie Presser has become a legend at Little City," said Robert Dachman, the foundation's Executive Director. "Little City is very honored and proud of the great rapport we have with the Teamsters Union and all of its members," Dachman added.



One of Little City's combos performing at a Sunday outdoor rock concert.



While children are playing they are learning concepts such as up and down on the musical see-saw.



These children are learning the concepts and skills required to play a simple table game; such as, learning to take turns, identifying their game piece, and knowing which way to move.



General President Jackie Presser and Sylvester Stallone field reporters' questions during their October 28, 1986, press conference.

ctober's kick off press conference on the IBT anti-drug campaign, with Teamster General President Jackie Presser and Campaign Spokesman Sylvester Stallone, received widespread, favorable coverage in the press. In the wake of the publicity, International Headquarters in Washington, D.C., has been responding to the many inquiries and offers of assistance from antidrug organizations around the nation.

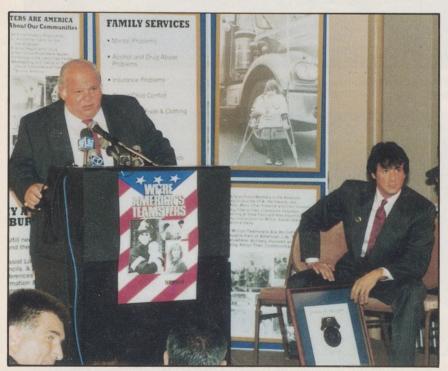
Shortly after the press conference, General President Presser took the Teamster campaign overseas to a number of European business and labor forums. In his speeches, Jackie described the magnitude of the drug problem in America and what the Teamsters are doing about it. He also invited Teamster trade union allies in Europe to join in our awareness campaign.

His audiences were impressed with the depth of the

# IBT RECEIVE MEDIA COE **NEW ANTI-**CAMPAIGN

Teamster commitment to the war against drugs and curious to learn what resources we will bring to bear on the problem.

As was announced at the press conference, the union is discussing, with Stallone, plans for a Teamster-produced documentary on the drug crisis in America which Stallone has offered to narrate. Once completed, the film would be distributed, along with brochures,



General President Presser announces the establishment of a national drug awareness campaign with Sylvester Stallone as the national spokesman.

#### Supportro Teamst@r

In the few short weeks since we announced our anti-dep drug program, International Headquarters in Washington cho D.C., has received numerous that inquiries, offers of assistance gar and requests for materials from across the nation. bat

The organizations that have already rallied to the abi campaign include other but unions, drug rehabilitation centers, drug abuse funds, have concerned businesses and in car

ACC Learning Systems.

por

- Habilitat Rehabilitatiente
- Nancy Reagan Drug se Fr
- Upper Perk Police Dic Pe
- National Basketball lers A
- National Football Pla Ass
- Ever Fresh Juice Co. Sales Corporation of lerica

# IES WIDE DERAGE ON I-RUG

buttons and T-shirts, to Teamster affiliates, schools, business and media outlets.

The union is also exploring the possibility of a nationwide fundraising campaign to assist worthy drug rehabilitation and treatment centers. Many of the nation's best anti-drug programs and centers receive no government funding and are entirely dependent on private contributions.

### orfrows for ste<sup>p</sup>rogram

dustries, and even a police anti department.

It's clear that we've struck a gron chord with this campaign and rous that many individuals and orance ganizations sense our potential for leadership in what may be this nation's most important battle—the battle against drug abuse. We've only just begun, but we'd like to take this opportunity to thank those who have so quickly rallied to our din campaign:

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Sylvester Stallone pledges his support for the Teamsters' anti-drug program.



More than 50 national, local and trade press reporters, as well as several radio and television networks, covered the recent press conference.



Stallone reads the plaque he received in appreciation for taking a leadership role in the Teamsters' drug awareness campaign.



Presser presented an honorary Gold Membership Card to Stallone.

# NOVEMBER 4th: A TEAMSTER TRIUMPH

n November 4th, the American voters sent a warning notice to Washington, D.C., that they wanted major changes in the political makeup of the legislative branch of government, especially in the U.S. Senate. The Teamster membership can hope for considerably less foot-dragging from the U.S. Senate, now that the Democratic Party has control of the chamber by a 55to-45 majority. The midterm election's warning notice promises to have an impact on every piece of legislation that comes before the U.S. Congress.

**IBT Anticipates Fewer Obstacles** 

Over the past few years, the IBT has been thwarted at every turn and corner in its efforts to pass an anti-lie detector bill. Anti-labor Senators have constantly blocked this effort of urgent concern to the membership.

Because of the past committee structure in the Senate, the Teamsters Union could not push for Senate action on the armored guards bill. The Senate Committee structure is currently being revamped as a result of the elections.

Additionally, the IBT found that certain committee chairpersons could unilaterally thwart the appointment of pro-worker individuals to national policymaking agencies and boards. Case in point: the Senate Committee on Labor and Human Resources' Subcommittee on Labor Chairman, Senator Don Nickles, insisted on blocking the appointment of Teamster Chuck Woods, a highly qualified labor veteran, to the National Mediation Board. After eight months of the chairman's obstructing, Woods was finally appointed.

With the new, improved Senate in 1987, it is certain that this one particular subcommittee assignment will change.

#### What We Can Expect.

The Teamsters' legislative watchdogs anticipate that they will face less hostility from the nation's Senators in the near future, and this holds true for the



entire Teamster membership. With the new makeup of the Senate, we expect that the prolabor elements of the Senate will have some say over the Senate's agenda. Despite the good news, we have to keep in mind that the success of labor's agenda will depend upon the continued support of Senators from both parties.

At last, it seems that something positive will be done about the nation's trade problems. Senate Democratic leaders have promised us that trade legislation will be at the very top of the Senate's legislative agenda. While it is still impera-

tive for the IBT to champion the trade issue in the U.S. House of Representatives, the Teamsters' legislative experts will also continue to present sound ideas and possible solutions for consideration by the U.S. Senate. In addition to the promised trade legislation, the IBT expects action to come on lie detector legislation, an occupational disease bill, the armored guards legislation, the family leave issue, the Davis-Bacon Act and various other labor-related issues. We expect, at the very least, finally to get these issues scheduled for debate.

#### **DRIVE Worked As Never Before**

The Teamsters Union can take its fair share of credit for the improved political circumstances in the U.S. Congress. Reports indicate that the Teamster membership and retirees showed up at the polls in record numbers. The National DRIVE, teamed up with local unions, joint councils, and area conferences, worked hard in giving financial support to prolabor/pro-Teamster candidates. The Teamster affiliates and DRIVE worked hard in providing campaign support and general political activism on behalf of friendly candidates. The support and political activism of the union demonstrated that the IBT can truly make a difference in getting candidates elected. DRIVE paid off on November 4th in ways that cannot be overstated. The elections proved that candidates who support workers can win, if labor helps them out during their campaigns. And it is still the rule of thumb that elected officials will remember those who helped elect them to office.

Teamsters at every level were closely involved in the midterm elections. From the retirees who handed out fliers and the local union members who manned phones, Teamsters were out there helping pro-Teamster candidates. Also beating the drums for organized labor were Teamster International Vice Presidents who gave speeches and held rallies for pro-Teamster candidates.

Teamsters across the nation also provided transportation to voters who needed rides to the polling places. Teamster members assisted in making sure that those voters who needed absentee ballots, got their ballots in time. Putting campaign posters in yards, leafleting, letters in support of candidates to all members of locals, voter registration drives, and phone banks...these were just a few of the activities that kept Teamster members and local union officers, hand in hand with DRIVE field representatives, busy during their non-working hours at the end of October and beginning of November. Many local officers even took time off, without pay, to help with the elections—that kind of commitment is hard to beat. The Teamster Union's political action committee, DRIVE, is the largest labor political committee in the entire nation, and its presence was felt throughout the United States at the local, state, and federal levels. And at the federal level, the U.S. Senate is the prize.

After such unparalleled political activism by the IBT, the future looks a lot brighter for all of organized labor in the United States. Since we now have federal officials who are more inclined to work with us rather than against us and who will lend an ear to America's working men and women, it is an "absolute must" that Teamster members continue writing and petitioning their members of

Congress.

#### TEAMSTERS: ON TARGET

lection day, 1986, arrived much more rapidly than most groups expected. The Teamsters, however, were well-prepared to make a stronger showing than ever at the polls. It seems that every local, joint council, and every area conference played major roles in their own jurisdictions in getting out the vote. And DRIVE and DRIVE representatives were on hand everywhere, educating and motivating, determined in their support of pro-Teamster candidates.

The U.S. Congress election results from the November 4th balloting proved that the IBT was right on target in its endorsement of the winning, prolabor candidates. Of the 34 Senate races, the IBT took a position on 29 races. Of these 29 races, the IBT endorsed 26 Democrats and three Republicans. These three Republicans won their elections, so the IBT scored 100% with its endorsement of pro-Teamster, Republican candidates. Of the 26 Democratic contenders for the Senate

endorsed by the IBT, 19 won, and the IBT scored 73%. Overall, counting both Democrat and Republican endorsements by the union, the Teamsters scored a resounding 84% in the midterm election for the U.S. Senate. Our election "scores" go to show that political awareness on the part of all Teamster affiliates, combined with organized labor's largest political action committe, DRIVE, can make the difference, even in the U.S. Congress.

The IBT's score for the House of Representatives was almost the exact same percentage as for the U.S. Senate. In the House, there were 323 races on which the IBT took a position. Of those 323, there were 274 Democrats and 49 Republicans endorsed by the Union. Fortynine of those Republicans won and 237 of those Democrats were elected. The victories gave the IBT a score of 100% for

its Republican endorsements

and 84% for its Democratic en-

dorsements in the U.S. House of

Representatives.

#### **Teamster Black Caucus Attends Congressional Black Caucus Dinner**



Seated left to right are: Mr. and Mrs. Larry Thomas, President, Local 513; Cora Taylor; Mr. and Mrs. John Cleveland, Eighth International Vice President; Mr. and Mrs. Ed Kornegay, President, Local 922; Mr. and Mrs. Roosevelt Murray, Secretary-Treasurer, Local 730; and Betty Lampkin, Trustee, Local 513.

# Philadelphia Public School Principals and Administrators Join IBT

Following Overwhelming Victory in Washington, D.C.

n a significant organizing victory for the Teamsters Union, the city of Philadelphia's public school principals and administrators voted 4-1 in favor of joining the International Brotherhood of Teamsters.

This October election win brings 750 educators into the IBT.

The final vote count was 472-117 in favor of affiliation, with two blank and one voided ballot of the 592 returned—an overwhelming response from the members of the Philadelphia Association of School Administrators (PASA).

"We are extremely pleased to have these educators vote in favor of affiliating with the IBT," General President Jackie Presser stated upon hearing the election results. "We look forward to working with these administrators to achieve a solid contract that will provide the improved working conditions, better wages, and career satisfaction they rightly deserve."

The PASA members have worked without a contract since 1985. This fact, coupled with an unsatisfactory wage scale, presented major negotiating obstacles for the educators. Through affiliation with the Teamsters, PASA members are confident they will be able to gain the fair treatment, proper compensation, and solid contract they have thus far been denied.



Seated left to right are: John P. Morris, President, Pennsylvania Conference of Teamsters; General President Jackie Presser; and Dan McGinley, President, PASA.

#### Montana School District Has Long-time IBT Affiliation

This is not the first group of educators to join the union. For almost 20 years now, Teamsters have represented administrators in Anaconda School District No. 10, located 25 miles from Butte, Montana. There are four school administrators in this district and others in various districts around the country.

Prior to this election win, 18 of the PASA leaders, accompanied by John P. Morris, President of the Pennsylvania Conference of Teamsters, traveled to Washington, D.C., to meet

with Teamsters General President Jackie Presser at International Headquarters to discuss the possible affiliation. Jackie focused on the issues most important to these administrators—negotiating strength, the full range of resources and services the IBT offers, and wage problems.

The PASA visitors toured IBT headquarters facilities and met with staff members and Directors from the Communications, Legal, Research, Organizing, Information Center, and TITAN Departments to familiarize themselves with the Teamsters Union and its wide range of capabilities and services.



#### Teamsters Now Represent 5,000 City Employees in Washington, D.C.

Another hard-fought election was won in Washington, D.C., a few months ago when the public school system's 2,500 blue-collar workers voted overwhelmingly in favor of affiliating with the Teamsters, thereby putting an end to their 15-year membership with the American Federation of State, County and Municipal Employees.

With this big election win, the Teamsters now represent 5,000 city employees in Washington, D.C.

Among the diverse classifications of employees seeking better representation were: operating engineers, cafeteria workers, custodians, cafeteria managers and transportation employees. The Teamsters won the mail-ballot vote by 68%, with nearly 1,400 votes cast.

Delighted about the overwhelming vote, D.C. school workers are confident that they will be represented in the future by a stronger, more dependable union.

### Teamsters Provide Unbeatable Services and Expertise

"Both of these election wins are important to the IBT," General President Presser ex"We are extremely pleased to have these educators vote in favor of affiliating with the IBT."

Jackie Presser

plained. "The wide range of services, the extensive scope of resources, the professional expertise, and the negotiating strength we provide add up to an unbeatable combination for more and more employees who are seeking improved on-the-job representation.

"The Teamsters Union is no longer a union only for truckers

and warehouse personnel. Today we are as diversified as the American workforce. We are gaining the public sector employees, the professional workers, the health care professionals. The Teamsters has always looked toward the future, and we are delighted to be the choice of so many classifications of workers."



General President Presser addressed the City of Philadelphia Public School Principals and Administrators during their October meeting.

# Teamsters-TMI Establish Innovative Program



abor and management are coming together in a joint program designed to stablize the trucking industry and promote job security for TMI company employees.

This historic effort is being launched by Teamster President Jackie Presser and Trucking Management, Inc. President Art Bunte. It is designed to reverse the decline in unionized trucking company employment by showing how labor and management can work together to promote the financial security

of TMI companies and the job

security of their employees.

Joint newsletters and other messages will discuss changes in the country and the world. They will show how these changes are affecting the freight industry so that both sides can have the information they need to contribute to decisions about how to keep their companies competitive.

Both sides will continue to represent their own interests where appropriate. But labor and management are increasingly realizing that their common interests lie in working together for a better tomorrow.

Also under consideration is a jointly produced video documentary on the changes taking place within the trucking industry and their impact on labormanagement relations.

Besides the communications program, the IBT and TMI have formulated plans for a three-day workshop to be held in February of 1987 in which union members and management representatives will be brought to-

gether to discuss the dynamics of labor-management communication, the freight industry environment, the advantages of cooperation vs. conflict and the indentification of labor-management problems.

This is the birth of a whole new era for the freight industry," General President Presser remarked in announcing the program. "It is an historic first—the first time that labor and management have joined together in an innovative program to promote our common goal of stabilizing the trucking industry. Freight Teamster jobs are good jobs and too many of them have been lost since deregulation," he continued, "we want to do everything we can to make sure those who have these good jobs keep them."

The joint program is being created to comply with the National Master Freight Agreement which calls for these activities to be conducted through

the Committee on Industry Development composed of representatives from Trucking Management, Inc. and the Teamsters National Freight Industry Negotiating Committee (TNFINC).

Article 20 of the Agreement says that "The Committee shall have the full support and commitment of both the (IBT) and (TMI) or employer, where applicable, in the Committee's efforts to identify problems, formulate plans to solve those problems and, where appropriate, conduct joint activities designed to implement the plans."

Program activities were formulated through a series of meetings between IBT staff and TMI representatives throughout the last several months. The most recent of these meetings took place November 2 in Monterey, California, where Teamster freight members were meeting in joint conference with UPS members.



At their November 2 meeting in Monterey, California, TNFINC officials and representatives from TMI companies confer on joint program activities.

# Joint UPS/Freight Workshop Held to Enhance Solidarity

eamsters in the Freight and UPS Divisions broke new ground last month when the first Joint UPS/Freight Workshop was held in Monterey, California. The five-day conference commenced November 3 and attracted over 200 members who convened to discuss the divisions' problems and concerns and to hear from a variety of IBT representatives on subjects ranging from pension plans to drug testing procedures.

The purpose of the workshop, as described by Freight Division Director Jack Yager and his UPS counterpart, Dan Darrow, was to enhance solidarity and understanding between the two divisions whose members share affiliation in more than 100 Teamster locals. The significance of the conference was underscored by the number of General Executive Board members who attended, including General Secretary-Treasurer Weldon Mathis and Vice Presidents Walter Shea, Robert Holmes, Arnie Weinmeister, Mike Riley, and Don West, and International Trustee Ben Leal. General President Jackie Presser, unfortunately, was unable to attend due to travel commitments overseas.

The first day commenced with a welcome from Western Conference Director and IBT Vice President Arnie Weinmeister. As it was the eve of national and local elections, Arnie focused his remarks on the importance of political activism. He alerted the delegates to the growing menace of right-towork initiatives throughout the United States. "No state is safe," Arnie warned, "and the

right-to-work forces in 1986 are better financed and more determined to challenge organized labor than ever before."

General Secretary-Treasurer Weldon Mathis echoed Arnie's warning and pointed out that anti-labor forces draw their strength from the complacency of the labor movement. "The vigorous growth of DRIVE over the last three years is both welcome and long overdue," Weldon said, "but we shouldn't pat ourselves on the back too soon since the actual percentage of the membership who contribute to DRIVE is still very low. We may not like it, but our future is in politics and DRIVE is the key to that future."

Weldon was followed in quick succession by Vice Presidents Holmes, Riley and West, all of whom commended Division Directors Yager and Darrow for their commitment to the workshop and assured the delegates of their fullest support.

Vice President Shea followed with a special presentation on the dominant role of the Panama Canal in the successful transportation of goods into and out of the United States. In addition to his union duties, Vice President Shea serves on the Panama Canal Commission by Presidential appointment and shared his expertise on this issue with the assembled delegates.

Directors Yager and Darrow followed with their own introductory remarks, thanking the delegates and pledging to make the workshop an annual event.

The balance of Monday through Wednesday morning was given over to presentation



General Secretary-Treasurer Weldon Mathis addresses the UPS/ Freight Workshop.

and discussion of issues specific to UPS members in the newly named IBT Parcel and Small Package Trade Division.

The UPS session opened with a company-supplied slide show on current economic conditions in the parcel delivery industry. The show graphically displayed the two central factors that presently characterize the industry: the strong surge in the air package business and the concomitant proliferation of non-union competitors.

Commenting on the presentation, Dan Darrow noted that at least a 15% increase in air package traffic is expected over the next five years. "This growth in business will mean more Teamster jobs," Darrow explained, "only if UPS remains competitive and the IBT proves aggressive in organizing nonunion competitors. The IBT has avoided membership loss in re-

(continued)



Over 200 members of the Freight and UPS Divisions attended a joint conference held recently in Monterey, California.

cent years despite UPS' reduced market share only as a result of the recent upsurge in overall delivery business."

"UPS" main competitors for air package delivery," Darrow continued, "are Federal Express, Airborne and Purolator, each one of them non-union. And now, UPS is seeing its share of the ground package market challenged by Roadway Package Service, which operates as a non-union independent contractor to the unionized trucking company."

Darrow then turned the podium over to UPS Southern Conference Representative Willie Smith who discussed ways to avoid losing members in right-to-work states. Suggested tactics included assigning new employees to stewards and business agents, contacting new personnel within their first 30 days on the job, permitting weekly or monthly checkoffs for initiation fees and instituting union incentive programs.

After Willie's instructive and well-received presentation, Director Darrow opened the floor to a discussion of the dues application problem which arises when a local has any number of dues structures for its membership. Secretary-Treasurer Mathis suggested the IBT's model dues structure—two times the hourly rate—and reminded the delegates that the union's Constitution prohibits exceeding that rate. Mathis also offered his assistance to

any local which might need help in simplifying its dues structure.

The UPS Monday afternoon session concluded with a discussion of the company's package drivers' bonus plan and performance requirements. The bonus plan was first explained by Pete Lorenson and Kip Wells, industrial engineeers at UPS, and then opened to debate between Teamster members pro and con on the plan. The delegates agreed that the debate session was a useful exercise in not only airing different viewpoints on this controversial topic, but also in showing the way to potential compromise and unity.

On Tuesday morning, UPS delegates were first treated to a film which narrated the history of the United Parcel Service from 1907 to the present day. When the film was over, the session turned to comprehensive overview of industry economics and allocation of health and welfare and pension funds. Various benefit plan options were put before the delegates for consideration, including the new Western Conference Benefit Plan and the Philadelphia Area Benefit Pension Plan which was outlined by Charles Schaeffer, administrator of the

Eastern Conference Research Director Jerry Schultheis also discussed the impact any changes could have on the overall Teamster pension plan.

The Tuesday afternoon session continued with the topic of pension plans as it opened with an examination of the changes wrought by 1986 Tax Reform Act as explained by IBT Legislative Director Dave Sweeney. The bulk of the afternoon session, however, was devoted to open discussion of the UPS master contract questions, including procedures for area supplements and riders, local side agreements and distribution of a contract questionnaire. The delegates also offered recommendations for overall goals of the Parcel and Small Package Trade Division. The participants left no doubt that the UPS membership recognized the economic and financial challenges confronting both labor and management in this volatile industry.

The UPS workshop concluded with a series of presentations by IBT representatives. Health and Safety Director R.V. Durham addressed the growing use of drug testing by employers and explained the state-of-theart employee protections which the IBT has incorporated into the National Master Freight Agreement as a model for all Teamster contracts.

R.V. was followed by Retiree Affairs Director Norman Greene who outlined for the delegates the benefits of forming retiree clubs in their locals and urged them to do so.

IBT Economist Norman Weintraub contributed his analysis of the near-term economic future as it will affect upcoming UPS contract negotiations.

Longtime Teamster attorney Gerry Miller offered information and advice on recent legal developments surrounding the duty of fair representation and the function of union grievance panels.

The UPS session concluded with George Lehr, Executive Director of the Central States Pension Funds, who brought delegates up-to-date on the funds' impressive growth and stability over the last three years.

On Wednesday, the Freight Division opened its agenda

with a general session chaired by Division Director Jack Yager. In his introductory remarks, Jack reminded his audience that, despite recent setbacks, the freight division built the IBT and still forms the backbone of the union. While there's no denying the ravages of deregulation, Jack pointed out that there are presently over 200,000 members covered under the National Master Freight Agreement and its addenda. Jack pledged to do his utmost to protect against further erosion and to fight for another strong NMFA for our freight members. He also took the opportunity to announce the commencement of the joint IBT/ TMI communications program (See TMI story) as mandated by Article 20 of the NMFA.

Tack was followed by IBT Vice President Walter Shea who served up a brief history of the trucking industry in the U.S. and lamented the destructive impact of deregulation. Walter pointed out that nearly every single one of the 15,000 new entries in the industry since 1980 have been non-union carriers. In addition, the use of doublebreasted operations by union carriers has been spreading like wildfire. Walter warned the delegates that there are forces in Washington, D.C., who are seeking the only two remnants of regulation, namely the antitrust exemption and rate bureaus. Their elimination would undoubtedly exacerbate the present chaos in the trucking industry and threaten further erosion of union membership.

IBT Attorney David Previant devoted his remarks to specific developments in the trucking industry as they affect the subcontracting or "double-breasting" clause of Article 32 of the NMFA. Mr. Previant related the various subterfuges employed by trucking firms to get around that clause. He said that the union must begin to use ingenuity in exploiting contract loopholes in the same way as employers have done.

"The difficulties the union faces in proving double-breast-

ing have been exacerbated by a hostile National Labor Relations Board," he said. Until the temperament of the Board changes, Previant continued, the union must try to organize these nonunion subsidiaries and he welcomed the recent announcement by General President Presser of a comprehensive plan for new organizing in the freight industry.

The freight session then broke up into individual conference workshops for the balance of Wednesday afternoon. Central Conference delegates discussed the Central States Pension Fund and Article 41 and received a legal report on Article 32 and the status of bankruptcies. The Eastern Conference looked into driver registration and the economics of the trucking industry. They also received a report from IBT Research Director Mary Ann Keeffe on her department's resources and potential for assistance in upcoming NMFA, UPS and Carhaul contract negotiations

Southern Conference delegates examined the Central States Fund, the new drug program under the NMFA and DRIVE checkoff. The Western Conference's discussion cov-

ered administrative problems and grievance handling under the master contract as well as the new NMFA drug program.

Thursday opened with another general session as the delegates heard from a number of IBT attorneys, on a variety of subjects. Joseph Santucci shared an overview of legal developments within the freight industry, while David Uelmen and Gerry Miller addressed themselves to specific legal topics including techniques used by employers in negotiations and employee communications, the meaning of impasse and its legal effects and developments on Joint Committee decisions. Health and Safety Director R.V. Durham followed with a reiteration of his earlier address to UPS delegates on drug testing and employee protections.

In the afternoon the freight session again broke out into individual conference workshops. Among the topics discussed were changes of operation, MCLAC Committee Report, organizing and truck safety.

The freight session concluded with presentations by IBT General Counsel John Climaco and John Peca on legal developments involving P.I.E. Nationwide and Maxitron.



Seated left to right are: ECT Research Director Jerry Schultheis, ECT Freight Director Shelton Sadler, ECT Administrative Assistant Fleming Campbell, and IBT Research Department Director Mary Ann Keeffe.

## **Singapore Seminar Unites Nations**



Representatives from seven different countries participated in the Problems, Perspectives & Challenges of Democratic Trade Unions Seminar held recently in Singapore.

he International Brotherhood of Teamsters Director of Governmental Affairs Paul Lociano, recently traveled to our Asian-Pacific Liaison Office in Taipei, Taiwan (Republic of China), where he joined efforts with John Lu and Joanna Sun, IBT members, in preparation for a seminar cosponsored by the International Federation of Chemical, Energy and General Workers Union (ICEF) and our Aisian-Pacific office, the week of November 3, 1986, in Singapore.

The seminar for the unions in the Far East which represents employees of the multinational Shell Oil Company, brought together delegations from Taiwan, the Philippines, Malaysia, Brunei, and Singapore.

The guest of honor at the opening banquet was Lawrence Sia, Deputy Secretary-General, Singapore National Trade Union Conference (SNTUC). The keynote speakers for the seminar included: Koh Jee Bah, President, Singapore Shell Employees Union; Ivan C. Baptist, Deputy Director, International Federation of Free Trade Unions-Asian and Pacific Regional Organization (ICFTU-APRO); and Pekka O. Aro, Deputy Secretary-General, ICEF.

"This seminar," explained General President Jackie Presser, "reflects the IBT's continuing commitment to promote free and self-reliant trade unions as a means of improving third world employees' working and living conditions and of involving workers in the economic development processes of their nations."

Many of these workers are now facing unbridled exploitation from their employers. These problems are worldwide. The seminar was sponsored to bring these problems to light for these workers so they could be discussed by the participants and so that possible solutions could be reached. Problems include: economic stagnation, high unemployment, low commodity prices, and rising expectations of younger workers. If these problems continue, these workers will have little opportunity to upgrade themselves or their unions for years to come.

The seminar, however, gave these workers much needed hope. The IBT Asian-Pacific Liaison Office will be offering its assistance to help correct the labor problems in these third world countries. The office is also offering IBT educational packages translated into various Asian languages.

Mr. Pekka O. Aro also has plans to help these workers obtain their goals. Aro will be offering these workers' groups the ICEF's assistance, and providing them with advise on organizing strategies and on methods to enhance their bargaining

After the seminar, new unions representing the oil workers will be developing joint solutions to the immediate problems posed by the Shell Oil Company. These are just some of the results of the seminar, and many more are expected to follow.

The IBT anticipates that its co-sponsorship of the Singapore seminar will lend meaningful Teamster expertise and influence on behalf of these less experienced Asian unions. Additionally, the IBT hopes that this assistance will lead toward increased international understanding amoung organized labor groups throughout the world.

At the same time the seminar was being held in Singapore,



Pictured left to right: Lou Polites, President, Local 156; Al Tureikas, Secretary-Treasurer, Local 156; Osamu Mimashi, Vice President, National Federation of Automobile Transport Workers' Union of Japan; Hidetake Sato, Professor at Waseda University; a representative of the National Federation of Automobile Transport Workers' Union of Japan; and Yasu Nakada, Washington Office Chief for the General Council of Trade Unions of Japan.

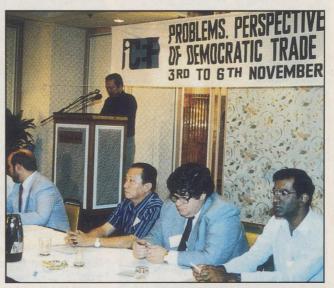
the Governmental Affairs, Information Center, Economics, and Legislative Departments were host to a four-member delegation from the National Federation of Automobile Transport Workers' Union of Japan. The Japanese delegation was led by their Vice President, Osamu Mimashi, and was received at the

International by Teamster Local 156 President Lou Polites and Local 156 Secretary-Treasurer Al Tureikas on behalf of Joint Council 53 President John Morris.

The group met for several hours to discuss the working conditions and working climate of taxi drivers in the United States. The Japanese visitors were very interested in learning how deregulation has affected the U.S. taxi industry as well as the bargaining methods employed by Teamster negotiators. Both groups also expressed an interest in continuing the dialogue and their exchange of information.



Pictured left to right are: Pekka O. Aro, Deputy Secretary-General, ICEF; IBT Governmental Affairs Director Paul Locigno; Thomas Thomas, General Secretary, Singapore Shell Employees Union; and Thomas Chang, Secretary, Sarawak Shell Employees Union.



Lawrence Sia, Deputy Secretary-General, Singapore National Trade Union Conference (SNTUC) addresses the seminar.

#### Local 20, Toledo, Ohio, Holds Triennial Stewards' Convention



On September 27, 1986, General President Jackie Presser addressed a group of more than 1,000 persons who attended the banquet at the close of the Ninth Triennial Stewards' Convention of Teamsters Local 20.

### **Teamsters:**

## **People Helping People**

People helping people" is what this season is all about, and many Teamsters are especially good at spreading this goodwill.

Just one example of the Teamsters' motto, "people helping people," is highlighted with the generous help of Teamster Local 332, Flint, MI; Teamster Joint Council 43, MI; Second Vice President Robert Holmes, Detroit, MI; Local 337, Detroit,



Amanda Thompson with Ray Prince, Secretary-Treasurer, Teamsters Local 332, Flint, MI.

MI; as well as the Central Conference of Teamsters. Through their concern and diligent efforts of raising \$16,000, six-year-old Amanda Thompson received her much needed liver transplant.

Amanda had suffered since birth with a condition that interferred with bile secretion from the liver to the gastrointestinal system. Though she had surgery when she was just six weeks old, her condition continually deteriorated, and by last spring, doctors informed her family that a liver transplant would be necessary. The search then began for a suitable donor.

While the doctors were looking for the donor, the Teamsters were busy raising the money for the expensive operation since Amanda's parents were having financial problems. The Teamsters were brought into action when Amanda's condition worsened and her dance instructor asked Ray Prince, Secretary-Treasurer of Teamster Local 332 in Flint to help.

The response from the Teamsters and other unions was overwhelming. The effort that spanned the entire community included a \$1,000 contribution from the Central Conference.

All of the generous contributions have really paid off for Amanda, for she is now home from the hospital, working toward leading a normal life.

Vice President Robert Holmes, for example, helps people in other ways too. He recently gave of his time and expertise to race in a charity "Mini Grand Prix" (see photo, this page). Teamsters from Local 170 (see photo, this page) joined hands, as well, to help aid North and South Carolina farmers.

By the same token, a note of congratulations goes out to Wayne Crumpton, Local 783, Louisville, KY (see photo, this page), who was just named "Officer of the Year" by the International Association of Correctional Officers for displaying outstanding valor in coming to the aid of members of the community. He also received a plaque in honor of his brayery



Local 170 members who drive for Consolidated Beverages, Inc. of Auburn, Massachusetts, showed their Teamster spirit by helping to load approximately 8,500 bales of hay donated by local farmers onto ten railroad cars bound for drought-stricken farmers in North and South Carolina. (Photo by Dick Foley, Business Agent, Local 170)



Pictured from left to right: Jerry Vincent, Secretary-Treasurer, Local 783; Wayne Crumpton, Jefferson County Corrections Department; Harvey Sloan, County Judge, Jefferson County, Kentucky; Marion Winstead, President, Joint Council 94.





On September 13, 1986, Second International Vice President Robert Holmes (pictured left), won the Celebrity Race at the annual Mini Grand Prix sponsored by the Detroit News Center Lions Club. The event raised \$38,000 to benefit Michigan charities. The Teamster Pit Crew included (left to right): Bob Rayes, Chief of Pit, Local 51; Carl Rawlins, Health & Welfare; "Skip" Guest, Main Driver, Local 51; Gail LaForte, Health & Welfare; Charlie Lee, Local 290; Holmes; Leon Cooper, Local 243; and behind the wheel is J.O. Jackson, Local 299.

and commitment from Teamster Kentucky Joint Council 94's President Marion Winstead and from Secretary-Treasurer of Local 783, Louisville, KY, Jerry Vincent.

These are just a few Teamsters who, in this charitable season, are helping their fellow men and women.



Preston trucking, whose workers are members of Teamster Local 200, Milwaukee, WI, was recently honored with a United States Senate productivity award. Congressman Gerald Kleczka (center), presents the award to Terminal Manager Rick Bowen (left), as Local 200 Secretary-Treasurer Ray Fularczyk looks on.

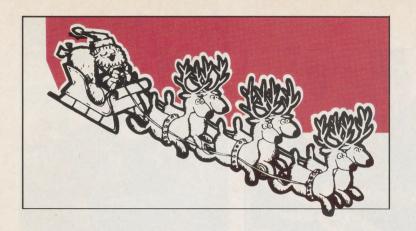
39% OF ALL
HIGH SCHOOL
SENIORS ARE
PROBLEM DRINKERS.
THE WAY TO STOP IT



IS TO BECOME UNITED.

**United Way** 

THANKS TO YOU IT WORKS FOR ALL OF US.



# Santa Is A Teamster and He "Buys American"

In a letter sent to each of the

t's official. A joint resolution (S.J. Res. 392), sponsored by Senator Strom Thurmond (R-SC) and signed by President Reagan, designates December 1986 as "Made in America Month." This is the second year in a row that December has been so designated.

The resolution is designed to make the American public more aware of the impact imports have on our economy. It warns of the potential damage to our national defense and our ability to respond to a national emergency. Most of all, consumers should be aware that their purchasing decisions may have an impact on their own jobs.

Senator Thurmond initiated the resolution upon recognizing the adverse effect imports were having on the textile industry in his home state of South Caroling.

The Teamsters have long recognized the negative effects that imports have on our economy. That is why the Teamster "Buy American" program was begun. It is important that working people everywhere realize that they hold one of the keys to retaining and creating jobs in this country. Consumers can't solve the trade deficit problem by themselves. Legislative action by the Congress

will be necessary. So, as the Teamsters Union steps up the "Buy American" efforts legislatively, it is important that Teamster consumers do their part, as well.

on steps up the "efforts legislacortant that umers do their "loo U.S. Senators, General President Jackie Presser expressed the Teamsters "disappointment at the failure of the 99th Congress to enact tough



trade legislation putting a stop to the export of American jobs."

Calling the trade crisis "the fundamental public issue affecting our lives," the General President outlined the problem of unfair foreign labor practices and its effect on the U.S. economy. He noted that under the guise of "free trade" we tolerate and actually subsidize practices that would never be accepted of employees on our own soil. Millions of American jobs are being exported by major U.S. corporations to countries whose sole claim to these jobs is an ability to offer slave-like wages and working conditions. In return, they receive billions of American corporate investment dollars.

Millions upon millions of U.S. and Canadian workers don't have a job today. It isn't because they won't work, it's because they can't work; their jobs have been exported.

General President Presser concluded his letter by emphasizing that it is the Congress that must wipe out the incentives for corporations to abandon American workers.

As the Teamsters fight the battle on the political front, all Americans should make an extra effort to observe "Made in America Month." At this holiday time of year, when retail sales are at their peak, consumers have the opportunity to help American industry and themselves by buying domestically made products. American jobs are decreasing as imports increase, but the purchasing public can reverse the trend.

In the marketplace, shoppers should check the label on their purchases to make sure they are U.S.- and Canadian-made. Familiar brand names can no longer be used as a gauge determining where something is produced. Many foreign manufacturers produce goods in this country with American labor and just as many American companies have operations overseas. Checking the label is the only sure way to determine where a product was manufactured.

In an effort to aid the consumer, the International Brotherhood of Teamsters has published a "Buy American" booklet. This booklet, which was compiled from International Teamster articles, covers various industries, giving background and current information on how to determine product or-

igin. This publication is free and available to Teamster members upon request.

"Made in America" is more than a slogan, it is an ideal. And with the help of Americans everywhere, this ideal can be realized. We must do all we can to make sure American jobs are kept in America.

#### 99TH CONGRESS — 2D SESSION

S. J. RES. 392

#### IN THE HOUSE OF REPRESENTATIVES

September 16, 1986
Referred to the Committee on Post Office and Civil Service

#### **JOINT RESOLUTION**

To designate the month of December 1986 as "Made in America Month".

Whereas the trade deficit in our country in 1985 reached a record level of \$148,500,000,000;

Whereas the 1986 trade deficit is predicted to increase still further:

Whereas over 1,661,000 jobs have been lost in the manufacturing sector since 1972 as a direct result of imports;

Whereas imports now account for more than 20 per centum of all manufactured products sold in the United States;

Whereas imports continue to grow at an increasing rate and constitute a larger and larger percentage of all manufactured goods sold in this Nation;

Whereas the manufacturing sector of the United States economy is shrinking dramatically as a result of imports;

Whereas a continuing flood of imports of manufactured goods could permanently reduce the manufacturing capacity of our Nation and, as a direct result, threaten our ability to respond to a national emergency and make the United States highly vulnerable to embargoes of a wide range of products necessary for the national defense and the smooth functioning of the national economy;

Whereas there is little awareness of the country of origin of most products sold in the United States; and

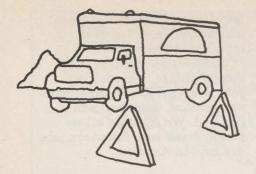
Whereas United States consumers should be aware of the impact that their purchase decisions could have on their own jobs and the economy as a whole: Now, therefore, be it

Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, that the President is authorized and requested to issue a proclamation designating the month of December 1986, "Made in America Month" and to call upon Federal, State, and local government agencies, and the people of the United States to observe the month with appropriate programs, ceremonies, and activities.

Passed the Senate September 12 (legislative day, September 8), 1986.

Attest:

JO-ANNE L. COE, Secretary.



# New Transportation and Safety Legislation Passed

In the traditional rush to finish up business and go home for the elections, the 99th Congress passed a great deal of last minute legislation, including the Omnibus Drug Enforcement, Education, and Control Act of 1986. The provisions of the Commercial Motor Vehicle Safety Act had been incorporated into this act during earlier Senate consideration.

This legislation directs the Secretary of Transportation to establish uniform standards for the motor carrier industry for licensing, testing and qualifying of drivers by January 1, 1989. While the actual nature of this system is to be determined over the next three years, certain aspects are outlined in the act itself.

The first step is to restrict drivers to only one commercial motor vehicle license. This will allow the Department of Transportation to establish and enforce a broad system of maintaining records on drivers. This aspect of the system is to become effective July 1, 1987. At that time each driver will be licensed in only one state unless exceptional conditions exist. Even these exceptions are expected to become part of the standard requirements by the time of full implementation of the bill's provisions.

#### Uniform Written and Road Test to be Devised

The act directs the Department of Transportation to devise standards for a uniform federal written test and road test with minimum scores and requirement that the road test be taken in a vehicle of the type for which the license has been requested. The classifica-

tion of the license is to be based on the type of vehicle.

The Department of Transportation intends to establish a national clearing house for information on drivers. The legislation specifies that information be kept on driving records and that this information be updated continuously. Drivers will be required to report any moving violations within thirty days both to the state and to their employers.

Failure by a driver, to report any moving violation within 30 days could result in a civil or

criminal penalty.

Employers will be required to update their files and may be liable to stiff penalties if they "knowingly" allow drivers with invalid licenses to drive.

### Mandatory Suspensions for Drunk Driving

Commercial Drivers found to be intoxicated will receive a mandatory one-year suspension.

A second DWI will result in lifetime revocation of an individual's commercial driver's license.

Any violation of present DOT regulations concerning alcohol use will result in the driver automatically being placed out of service for 24 hours.

If the driver is carrying hazardous materials, the suspension is three years. A second offense brings lifetime revocation of the license.

The act requires a study by the National Academy of Sciences to determine if the blood alcohol content should be lowered to a level between .04% and .10%. The Secretary of Transportation is required to make the determination within two years. If he does not, it will fall to .04% automatically.

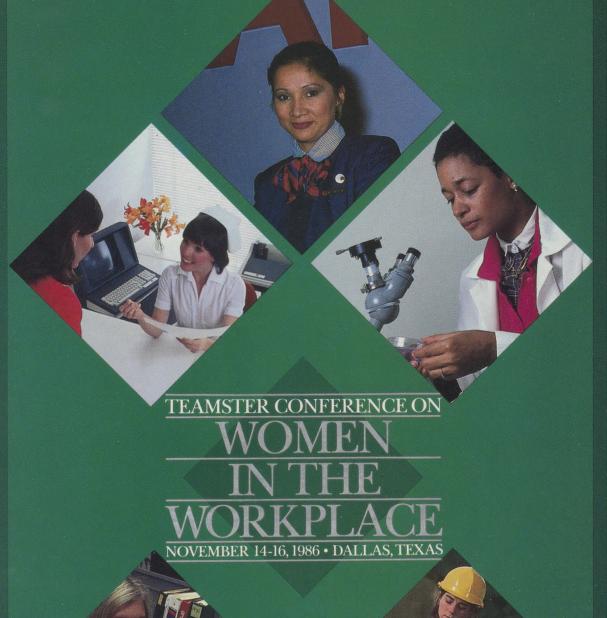
The law also establishes a system of suspension for serious traffic violations. These violations include excessive speeding as defined by rulemaking, leaving the scene of an accident involving a fatality and reckless driving, and any other serious violations of a similar nature. Any two of these violations in a five year period will result in a mandatory suspension of at least 60 days; a third violation in the same period will result in a mandatory suspension of 120 days.

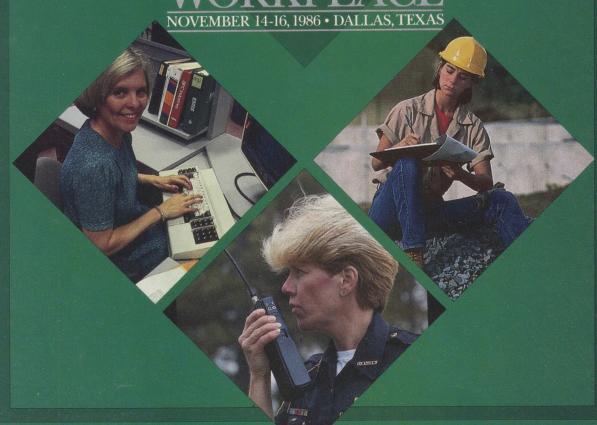
The act provides the Secretary of the Department of Transportation with the final authority to enforce provisions or to waive any part of the language. He will also determine the definitions of violations and the penalties applied in some

CUGOG

To ensure uniform enforcement and acceptance of the regulations, compliance with the act is tied to federal highway money. To avoid losing allocations, states must agree to comply with the provisions of the act. This includes accepting the standards set for licensing as well as the federal testing requirements and participation in the information sharing system. States must also agree to enforce suspensions under the provisions of the act.

While the Act will bring a helpful standardization to the Commercial Motor Vehicle Industry, it is more properly seen as an essential part of the Omnibus Drug Enforcement Education and Control Act. It aims, along with other provisions of the same Act, at reducing the use of drugs by all drivers.







# Season's Greetings

from the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

Joseph Trerotola First Vice President

Robert Holmes Second Vice President

William J. McCarthy
Third Vice President

Joseph W. Morgan Fourth Vice President Jackie Presser General President

Edward Lawson Fifth Vice President

Arnie Weinmeister Sixth Vice President

Louis F. Peick Seventh Vice President

John H. Cleveland Eighth Vice President Weldon Mathis Secretary-Treasurer

Maurice R. Schurr Ninth Vice President

Donald Peters Tenth Vice President

Walter Shea Eleventh Vice President

Harold Friedman Twelfth Vice President Jack D. Cox Thirteenth Vice President

Don. L. West Fourteenth Vice President

Michael J. Riley Fifteenth Vice President

T.R. Cozza Sixteenth Vice President

Trustees

Mitchel Ledet

Ben Leal

R.V. Durham